

# XINYI ELECTRIC STORAGE HOLDINGS LIMITED

## 信義儲電控股有限公司

(Incorporated in the Cayman Islands with limited liability)

(於開曼群島註冊成立之有限公司)

Stock Code 股份代號：08328

# 2021

Environmental, Social and  
Governance Report

環境、社會及管治報告



# 目錄

# CONTENTS



<b>ABOUT THIS REPORT</b>	<b>關於本報告</b>	<b>2</b>
<b>ESG GOVERNANCE AND STRATEGY</b>	<b>ESG 管治及策略</b>	<b>5</b>
<b>STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT</b>	<b>利益相關方參與及重要性評估</b>	<b>7</b>
<b>ABOUT XINYI ELECTRIC STORAGE</b>	<b>關於信義儲電</b>	<b>10</b>
<b>ENVIRONMENTAL PROTECTION</b>	<b>環境保護</b>	<b>12</b>
EMISSIONS	排放物	13
USE OF RESOURCES	資源使用	20
THE ENVIRONMENT AND NATURAL RESOURCES	環境及天然資源	23
CLIMATE CHANGE	氣候變化	25
<b>SOCIAL RESPONSIBILITY</b>	<b>社會責任</b>	<b>32</b>
EMPLOYMENT AND LABOUR PRACTICES	僱傭及勞工常規	32
EMPLOYMENT	僱傭	32
HEALTH AND SAFETY	健康與安全	39
DEVELOPMENT AND TRAINING	發展及培訓	41
LABOUR STANDARDS	勞工準則	42
OPERATING PRACTICES	營運慣例	43
SUPPLY CHAIN MANAGEMENT	供應鏈管理	43
PRODUCT RESPONSIBILITY	產品責任	45
ANTI-CORRUPTION	反貪污	48
COMMUNITY	社區	49
COMMUNITY INVESTMENT	社區投資	49
<b>APPENDIX</b>	<b>附錄</b>	<b>50</b>
THE ESG REPORTING GUIDE	香港聯合交易所有限公司《環境、社會及管治報告指引》索引	50
CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED		



## ABOUT THIS REPORT

### 關於本報告

#### SCOPE AND REPORTING PERIOD

This report is prepared in accordance with the Environmental, Social and Governance (the “**ESG**”) Reporting Guide (the “**ESG Reporting Guide**”), Appendix 20 to the Rules Governing the Listing of Securities on GEM of The Stock Exchange of Hong Kong Limited (the “**SEHK**”). The Environmental, Social and Governance Report (the “**ESG Report**”) published by Xinyi Electric Storage Holdings Limited (hereinafter refer to as “**Xinyi Electric Storage**” or the “**Company**”) (SEHK Stock Code: **08328**) mainly focuses on Xinyi Electric Storage’s policies and performance in its corporate social responsibilities during the period from 1 January 2021 to 31 December 2021. This ESG Report provides an overview of the sustainability strategies and social responsibilities undertaken by the Group. For details of the Group’s corporate governance matters, please refer to the annual report of the Company published on 30 March 2022.

This ESG Report is published in two languages, Chinese and English. In case of discrepancy between the two versions, the Chinese version shall prevail.

This ESG Report is available for inspection on the Company’s website (<http://www.xyglass.com.hk>) and the SEHK website (<http://www.hkexnews.hk>).

#### REPORTING SCOPE

This ESG Report covers the Company and its subsidiaries (the “**Group**”), includes the principal businesses of the Group, i.e. electric storage business, engineering, procurement and construction services (the “**EPC Services**”) for photovoltaic power stations, and automobile glass repair and replacement services. Among them, the environmental key performance indicators disclosed mainly cover the Group’s electric storage business and automobile glass repair and replacement services, while other information and the social key performance indicators relates to the Company and its subsidiaries.

Since the Group outsourced most of the EPC Services to contractors, the environmental key performance indicators of the EPC Services is not included in this ESG Report.

#### 範疇及報告期間

本報告按照香港聯合交易所有限公司(「香港聯交所」)的GEM證券上市規則附錄二十《環境、社會及管治(「ESG」)報告指引》(「ESG 報告指引」)編寫。信義儲電控股有限公司(以下簡稱「信義儲電」或「本公司」)(香港聯交所股份代號：**08328**)發佈的《環境、社會及管治報告》(「ESG 報告」)，主要描述由二零二一年一月一日至二零二一年十二月三十一日為止期間，信義儲電在企業社會責任的政策及表現。本ESG報告提供本集團所承擔的可持續策略及社會責任的總覽。有關本集團企業管治事宜的詳情，請參閱本公司於二零二二年三月三十日刊發的年報。

本ESG報告以中、英文兩種文字出版，若兩種版本出現差異，請按中文版解讀。

本ESG報告可在本公司網站(<http://www.xyglass.com.hk>)及香港聯交所網站(<http://www.hkexnews.hk>)查閱。

#### 報告範圍

本ESG報告涵蓋本公司及其附屬公司(「本集團」)，包括本集團的主要業務，即儲電業務、光伏電站的工程、採購及建築服務(「EPC服務」)，以及汽車玻璃維修及更換服務。其中，環境關鍵表現指標主要涵蓋本集團的儲電業務和汽車玻璃維修及更換服務，其他資料及社會關鍵表現指標與本公司及其附屬公司有關。

鑒於本集團將大部分EPC服務外派予承包商，故EPC服務的環境關鍵表現指標並無計入本ESG報告。

## ABOUT THIS REPORT 關於本報告

### REPORTING PRINCIPLES

The preparation of this ESG Report followed the Reporting Principles set out in the ESG Reporting Guide. The main content of this ESG Report was organised and presented under the principles of Materiality, Quantitative, Balance and Consistency, which were applied throughout the entire reporting process.

#### MATERIALITY:

The Group adopted the principle of Materiality through ESG Materiality Assessment, prioritising the ESG issues and associated risks and opportunities that are of paramount importance to the Group.

#### QUANTITATIVE:

The Group generated a comprehensive disclosure of its environmental and social performance in a quantifiable manner. Specifically, the ESG Report covers the Group's annual emissions, use of various types of resources, number of employees, turnover rates, etc. that reflect the application of the principle of Quantitative.

#### BALANCE:

Adhering to the principle of Balance, the Group transparently unveiled both its achievement and rooms for improvement in ESG management through performance comparison and progress analysis.

#### CONSISTENCY:

Unless otherwise stated in this ESG Report, the Group utilised a consistent set of methodologies for ESG data that is coherent with its previous work.

### REVIEW AND APPROVAL

The ESG Report for the year has been approved by the board of directors (the "**Board**") of the Company.

### 報告準則

本ESG報告的編製遵循ESG報告指引中所載的報告準則。本ESG報告的主要內容按照重要性、量化、平衡及一致性的準則進行組織及展現，並應用於整個報告過程。

#### 重要性：

本集團通過ESG重要性評估採納重要性準則，優先考慮對本集團至關重要的ESG問題及相關風險及機遇。

#### 量化：

本集團以可量化的方式全面披露其環境及社會表現。具體而言，ESG報告涵蓋了本集團年度排放量、各類資源的使用、員工人數、離職率等，體現了量化準則的應用。

#### 平衡：

本集團堅持平衡準則，通過績效對比及進展分析，透明地揭示了ESG管理的成績及改進空間。

#### 一致性：

除非本ESG報告另行載明，本集團採用了一套與其之前的工作相一致的ESG數據方法。

### 審閱及批准

本年度ESG報告已經本公司董事會（「董事會」）審批。



## ABOUT THIS REPORT

### 關於本報告

## CONTACT AND INQUIRY

Your opinions on this ESG Report are highly valued by the Group. If you have any questions or suggestions regarding the contents of this ESG Report, please contact us by phone or by mail. Our contact details are as follows:

Xinyi Electric Storage Holdings Limited  
Investor Relations Department  
Address: 21/F, Rykadan Capital Tower  
135 Hoi Bun Road, Kwun Tong  
Kowloon, Hong Kong  
Tel: +852 3919 2888  
Fax: +852 3919 2890  
E-mail: [ir@xyglass.com.hk](mailto:ir@xyglass.com.hk)  
Website: [www.xyglass.com.hk](http://www.xyglass.com.hk)

## 聯系及問詢

本集團十分重視您對本ESG報告的看法。對本報告的內容如有任何疑問或建議，歡迎來電或來函詢問。我們的聯繫方式如下：

信義儲電控股有限公司  
投資者關係部  
地址：香港九龍  
觀塘海濱道135號  
宏基資本大廈21樓  
電話：+852 3919 2888  
傳真：+852 3919 2890  
電郵：[ir@xyglass.com.hk](mailto:ir@xyglass.com.hk)  
網站：[www.xyglass.com.hk](http://www.xyglass.com.hk)

## ESG GOVERNANCE AND STRATEGY ESG 管治及策略



The Group recognises the importance of ESG management, hopes to bring the concept of sustainable development to the society, customers, employees, industries and other stakeholders through better ESG development, and shoulders its social responsibility.

The Board has overall responsibility for the Group's ESG strategy and reporting. The Board is responsible for evaluating and determining the Group's ESG-related risks, and ensuring that appropriate and effective ESG risk management and internal control systems are in place.

本集團認同ESG管理的重要性，期望透過更完善的ESG發展，把可持續發展的理念帶入到社會、客戶、員工、產業及其他持份者，肩負起企業的社會責任。

董事會全面負責本集團的 ESG 策略及報告。董事會負責評估及釐定本集團的 ESG 相關風險，並確保建立適當及有效的 ESG 風險管理及內部控制系統。

## ESG GOVERNANCE AND STRATEGY

### ESG 管治及策略

The Board is the highest decision-making organisation for ESG management, consisting of two executive directors, two non-executive directors and three independent non-executive directors. Each director has different expertise and experience, and has established an audit committee, a remuneration committee and a nomination committee to be responsible for corporate governance. Meanwhile, the Board reviews the Group's ESG-related policies and risks, and delegates the power to the Chief Executive Officer to formulate strategies and policies to address them. In order to set and implement relevant goals in more detail and monitor the progress, in addition to the Management Committee, the Group has successively established Carbon Management Group and Safety Committee in recent years. The members of each organisation will be composed of relevant management and employees. In order to promote the work more efficiently, accomplish goals, and make members pay attention to the development of ESG, members of relevant organisation will be set relevant key performance indicators in appraisal coefficients to convey the importance of ESG from top to bottom. All relevant organisations are led by the Chief Executive Officer and report to the Board to ensure that the Group takes ESG-related factors into consideration in its business operations and future development, fully reviews and effectively manages ESG risks and the progress of goals, so as to participate in more targeted work including ESG materiality assessment and review of ESG annual reports.

董事會是ESG管理的最高決策組織，由兩位執行董事、兩位非執行董事及三位獨立非執行董事所組成，各董事均具不同的專業性及經驗，分別成立了審核委員會、薪酬委員會及提名委員會，負責企業的管治部份。同時，董事會審視本集團與ESG相關的政策及風險，授予行政總裁權力去擬定應對的戰略和政策。為更詳細地訂立及落實相關目標並監察進度，除了管委會外，本集團近年相繼成立了碳管理小組及安全委員會，各個組織成員會由相關的部門管理層及員工所組成。為更具效率地推進工作並完成目標，使成員重視ESG的發展，相關組織成員會被在其考核系數中設立有關的關鍵績效指標，由上而下傳遞ESG的重要性。各相關組織均由行政總裁領導，再向董事會匯報，以確保本集團在業務營運及未來發展中有考量ESG的因素，並能充份審視及有效地管理ESG風險及目標進度，從而更針對性地參與包括ESG重要性評估及審核ESG全年報告等工作。

# STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

## 利益相關方參與及重要性評估

### STAKEHOLDER ENGAGEMENT

Xinyi Electric Storage attaches great importance to the participation of stakeholders (including customers, governments, investors and employees, etc.), and actively obtains the opinions and expectations of stakeholders on the Company's ESG aspects through various channels, which serve as important references for the Company to formulate future plans and implement sustainable development.

### 利益相關方參與

信義儲電高度重視利益相關方(包括客戶、政府、投資者、員工等)的參與，通過多種渠道積極獲取各利益相關方對公司有關ESG方面的意見及期望，為本公司制定未來的規劃及可持續發展作重要的參考。

Major stakeholders 主要利益相關方	Expectations & Concerns 期望及關切	Main communication channels 主要溝通渠道
Customers 客戶	Quality products 優質的產品	Daily communication 日常溝通
	Good customer services 良好的客戶服務	Questionnaire survey 問卷調查
	Consumer rights protection 消費權益受保障	Visits to customers 客戶拜訪
Government 政府	Compliance with applicable laws and regulations 遵守適用法律法規	Daily communication 日常溝通
	Local economic development 地方經濟發展	Meetings 會議交流
	Public welfare 公益事務	Regular and random inspections 定期及突擊檢查



## STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

### 利益相關方參與及重要性評估

Major stakeholders 主要利益相關方	Expectations & Concerns 期望及關切	Main communication channels 主要溝通渠道
Investors/shareholders 投資者／股東	Information, disclosure and transparency 信息、披露及公開透明 Future development 未來發展 Return on investments 投資回報	Information disclosure 信息披露 Shareholders' general meetings 股東大會 Investor relations activities 投資者關係活動
Employees 員工	Reasonable remuneration and benefits 合理的薪酬福利 Safe working environment 安全的工作環境 Visible development opportunities 可見的發展機會	Remuneration and benefit system 薪酬福利體制 Performance appraisal 績效評估 Training activities 培訓活動
Suppliers and business partners 供應商及業務合作方	Open and fair procurement 公開公正的採購 Compliance with agreement 遵守協定 Long-term partnership 長期夥伴關係	Suppliers' conferences, business meetings, phone calls and interviews 供應商大會、業務會議、電話溝通及訪談 Review and assessment 檢討及評估 Site visits 實地拜訪
Local communities/environment 當地社區／環境	Environmental protection 環境保護 Corporate responsibility 企業責任 Community involvement 社區參與	Environment evaluation 環境評估 Volunteer activities 志願者活動 Charity events 慈善活動

# STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

## 利益相關方參與及重要性評估

### MATERIALITY ASSESSMENT

The management and staff of the Group's respective major operations have participated in the preparation of the ESG Report to assist the Group in reviewing its operations and identifying relevant ESG issues and assessed the importance of related matters to its businesses and stakeholders. The establishment of a continuous and effective communication mechanism enables the Group to be timely informed of the expectations and demands of stakeholders and formulate reasonable ESG implementation plans and goals accordingly. The Group identified the below material issues to be included in the ESG Report.

### 重要性評估

管理層及本集團主要業務的員工均有參與編製ESG報告，協助本集團檢討其營運及甄別相關ESG議題並評估該等議題對其業務及利益相關方的重要性。通過建立長期有效的溝通機制，本集團及時獲知各利益相關方的期望與訴求，制定合理的ESG執行計劃與目標。本集團已識別出以下屬重要並將載入本ESG報告的議題：

ESG aspects	Material ESG issues	ESG 方面	重大 ESG 事宜
<b>A. Environmental</b>		<b>A. 環境</b>	
Emissions	<ul style="list-style-type: none"> <li>Air Pollutant Emissions</li> <li>Greenhouse Gas Emissions</li> <li>Waste Management</li> </ul>	排放物	<ul style="list-style-type: none"> <li>空氣污染物排放</li> <li>溫室氣體排放</li> <li>廢棄物管理</li> </ul>
Use of Resources	<ul style="list-style-type: none"> <li>Energy Consumption Efficiency</li> <li>Water Consumption Efficiency</li> <li>Use of Packaging Materials</li> </ul>	資源使用	<ul style="list-style-type: none"> <li>能耗效率</li> <li>用水效率</li> <li>包裝材料使用</li> </ul>
The Environment and Natural Resources	<ul style="list-style-type: none"> <li>Green Products</li> <li>Green Office Management</li> </ul>	環境及天然資源	<ul style="list-style-type: none"> <li>環保產品</li> <li>環保辦公室管理</li> </ul>
Climate Change	<ul style="list-style-type: none"> <li>Response to Climate Change</li> </ul>	氣候變化	<ul style="list-style-type: none"> <li>應對氣候變化</li> </ul>
<b>B. Social</b>		<b>B. 社會</b>	
Employment	<ul style="list-style-type: none"> <li>Employment Practices and Equal Opportunity</li> </ul>	僱傭	<ul style="list-style-type: none"> <li>僱傭常規及平等機會</li> </ul>
Health and Safety	<ul style="list-style-type: none"> <li>Workplace Health and Safety</li> </ul>	健康與安全	<ul style="list-style-type: none"> <li>工作環境的健康及安全</li> </ul>
Development and Training	<ul style="list-style-type: none"> <li>Employee Training Management</li> </ul>	發展及培訓	<ul style="list-style-type: none"> <li>僱員培訓管理</li> </ul>
Labour Standards	<ul style="list-style-type: none"> <li>Prevention of Child and Forced Labour</li> </ul>	勞工準則	<ul style="list-style-type: none"> <li>防止童工及強制勞工</li> </ul>
Supply Chain Management	<ul style="list-style-type: none"> <li>Supplier Evaluation Mechanism</li> </ul>	供應鏈管理	<ul style="list-style-type: none"> <li>供應商評估機制</li> </ul>
Product Responsibility	<ul style="list-style-type: none"> <li>Quality Control</li> <li>Customer Information and Privacy</li> </ul>	產品責任	<ul style="list-style-type: none"> <li>質素控制</li> <li>客戶信息及隱私</li> </ul>
Anti-corruption	<ul style="list-style-type: none"> <li>Anti-corruption Code and Compliance</li> </ul>	反貪污	<ul style="list-style-type: none"> <li>反貪污守則及遵守情況</li> </ul>
Community Investment	<ul style="list-style-type: none"> <li>Community Service</li> </ul>	社區投資	<ul style="list-style-type: none"> <li>社區服務</li> </ul>

## ABOUT XINYI ELECTRIC STORAGE

### 關於信義儲電

Xinyi Electric Storage commenced business in 1996 and had since strategically transformed into an integrated new energy solutions provider. Since 2017, the Group started to engage in new energy business, focusing on battery packs, energy storage systems and lithium battery products, and also providing EPC Services for photovoltaic power station, forklift trading and wind farm management service. Besides, Xinyi Electric Storage is currently one of the main automobile glass repair and replacement service providers in Hong Kong.

## NEW ENERGY — ELECTRIC STORAGE BUSINESS

The Group has production facilities in Zhangjiagang, Jiangsu Province for the manufacturing and sales of lithium battery products. Products of the Group are mainly sold and installed in integrated systems comprising lithium batteries, battery management systems and other components (such as energy management systems and power conditioning systems).

The Group's energy storage facilities are installed with lithium batteries, which are being used as large-scale power banks for manufacturing facilities to facilitate load shifting and power stabilisation, uninterruptible power supply and a wide range of micro energy storage products, which are mainly applicable to renewable energy power plant, industrial and commercial and residential customers.

信義儲電於一九九六年開展業務並已戰略性轉型為集成新能源解決方案供應商。自二零一七年起，本集團開始從事新能源業務，專注於電池包、儲能系統及鋰電池產品，且亦為光伏電站提供EPC服務、叉車貿易及風場管理服務。此外，信義儲電目前為香港主要汽車玻璃維修及更換服務供應商之一。

## 新能源 — 儲電業務

本集團於中國江蘇省張家港設有鋰電池產品生產及銷售設施。本集團的產品主要以集成系統出售及安裝，包括鋰電池、電池管理系統及其他組件（如能源管理系統以及電力調節系統）。

本集團的儲能設施安裝了鋰電池，用於調峰調頻及穩定供電的大型製造設施電源、不間斷電源及廣泛的微型儲能產品，主要適用於新能源發電站、工商業及家庭用戶。

## ABOUT XINYI ELECTRIC STORAGE 關於信義儲電

### NEW ENERGY — EPC SERVICES

The Group provides EPC Services for photovoltaic power stations to customers in the People's Republic of China (the "PRC") and Canada for the installation of photovoltaic power stations in their premises.

### AUTOMOBILE GLASS REPAIR AND REPLACEMENT SERVICES BUSINESS

The Group operates four service centres and a motorcade service team in Hong Kong for the provision of automobile glass repair and replacement services.

### OTHERS

The Group has been providing wind farm management services to Xinyi Wind Power (Jinzhai) Company Limited, a company in which the Group holds 18% equity interest. In addition, some of the Group's customers of power batteries and battery pack systems have been engaged in the production of forklifts. The Group has agreed with some of these customers to purchase forklifts for forklift trading business.

### 新能源－EPC服務

本集團向中華人民共和國（「中國」）及加拿大客戶就在其場所安裝光伏電站提供光伏電站EPC服務。

### 汽車玻璃維修及更換服務業務

本集團於香港經營四間服務中心及一支車隊服務團隊，提供汽車玻璃維修及更換服務。

### 其他

本集團一直向金寨信義風能有限公司（為本集團持有18%股權的公司）提供風電場管理服務。此外，若干本集團的動力電池及電池包系統客戶一直從事叉車生產。本集團亦與當中部分客戶議定向彼等購買叉車以供進行叉車貿易業務。

## ENVIRONMENTAL PROTECTION

### 環境保護

Xinyi Electric Storage continues to increase the business investment in new energy sector. This is to create and shape the Group itself an environmental-friendly and innovative brand. Through continuous integration and optimisation of the “green” industrial chain, it gives and actively promotes to customers such energy-saving and environmental-friendly product experience and green initiatives. These green ideas are actively fostered within the Group.

As a lithium-ion battery and energy storage products producer in the new energy business sector, the Group is strongly committed to environmental protection while conducting business in Mainland China. With the aim of creating green spaces, the Group has been carrying out a series of environmental protection measures and has actively implemented various emission reduction solutions. In response to the country’s advocacy and promotion of environmental protection, the Group optimises its production facilities and implements intelligent manufacturing automations. As an important part of the enterprise development strategy, “energy saving and environmental protection” is implanted in every step of its development.

In response to the national goal of peak carbon emissions (碳達峰) in 2030 and carbon neutrality (碳中和) in 2060, the Group formally established a carbon management group and a carbon management office in 2021 to manage the Group’s carbon emissions. Their main tasks include compiling and reviewing goals of carbon management, organising the publicity and training of the Company’s internal carbon management, promoting the implementation of energy conservation and emission reduction projects, and managing the collection, verification, and analysis of information about carbon emissions.

During the year, we had complied with the applicable laws and regulations relating to environmental protection and had not been subject to any penalties or fines by the competent authority for any non-compliance with the relevant environmental protection laws and regulations. We did not experience any incident or complaint or claim relating to environmental hazard which had a material impact on us during the year.

信義儲電不斷加大對新能源領域的業務投入，致力將本集團自身打造成為環保及創新的品牌。通過不斷整合和優化「綠色」產業鏈，給客戶帶來節能、環保的產品體驗的同時，積極宣導綠色發展之道，在本集團內部積極推動。

作為一間新能源業務領域的鋰離子電池及儲能產品製造商，本集團於中國內地進行業務的同時，致力對環境保護盡力盡責。本集團一直實施一連串環保措施，積極推行各種減排方案，旨在創造綠色空間。本集團響應國家提倡和推動環保工作，優化生產設施，實行智慧製造的自動化工序。「節能環保」作為企業發展戰略的重要部分，植入企業發展的每個環節。

為響應國家2030碳達峰及2060碳中和的目標，本集團於二零二一年正式成立碳管理小組及碳管理辦公室，對本集團的碳排放實行管理，其主要工作包括編製、審核碳管理的目標、組織公司內部碳管理工作的宣傳和培訓工作、推進節能減排改造專案的實施、管理碳排放資料收集、核查、分析等。

年內，我們已符合有關環境保護的適用法律及法規，且不曾因不遵守相關環境保護的法律及法規而遭主管機關處罰或罰款。年內，我們不曾出現與危害環境有關並對我們構成重大影響的任何事故或投訴或索償。



### EMISSIONS

The Group aims to support sustainable development by conducting our business in an environmentally responsible manner. The Group is aware of the impact of climate change and make effort to minimise the effect our operations have on the environment.

#### AIR POLLUTANT EMISSIONS

The Group's operation generates air pollutant emissions from the use of vehicles. The Group operates motorcade service teams for provision of automobile glass repair and replacement services to our customers at designated locations as requested by our customers. During the process of combustion of fuels in the vehicles, air pollutants, such as nitrogen oxides, sulphur oxides and particulate matters are produced.

Meanwhile, the Group's lithium battery production also generates air pollutants, including non-methane hydrocarbons and particulate matter. The air pollutants is discharged after being treated by the introduced equipment such as dust removal equipment, N-Methyl Pyrrolidone (NMP) recovery system and primary activated carbon adsorption device. The Group adopted de-ionised water, which is no harmful to the environment when vaporised, as a solvent for mixing of anode powders. NMP is used as cathode solvent and its recovery rate is over 99.5% by using the condensing technique to realise continuous recapturing and air purification.

Our forklift trading and wind farm management businesses do not involve production process, hence there is no significant emission of pollutant.

### 排放物

本集團採取對環境負責的方式經營業務，旨在支持可持續發展。本集團注意到氣候變化所帶來的影響，致力於盡量減少我們的業務營運對環境構成的影響。

#### 空氣污染物排放

本集團的經營自使用車輛產生空氣污染物排放。本集團經營車隊服務團隊，於我們的客戶要求的指定地點向我們的客戶提供汽車玻璃維修及更換服務。汽車燃料在燃燒過程中會產生氮氧化物、硫氧化物及顆粒物等空氣污染物。

同時，本集團的鋰電池生產亦會產生空氣污染物，包括非甲烷總烴及顆粒物。空氣污染物通過引入除塵設備、N-甲基吡咯烷酮(NMP)回收系統及一級活性炭吸附裝置等設備處理後排放。本集團的負極合漿採用於蒸發時對環境無污染的去離子水做為溶劑；正極採用NMP作為溶劑，通過利用冷凝技術達到連續回收和淨化空氣的目的，其回收利用率超過99.5%。

我們的叉車貿易及風電場管理業務並不涉及生產程序，因此污染物排放量並不顯著。

## ENVIRONMENTAL PROTECTION

### 環境保護

The lithium battery related business complies with the environmental protection laws and regulations applicable to its business. The relevant laws and regulations include:

鋰電池相關業務遵守其業務所適用的環保法律法規，相關法律法規包括：

- |   |                                 |
|---|---------------------------------|
| - "Environmental Protection Law of the People's Republic of China" 《中華人民共和國環境保護法》;  | - 《中華人民共和國環境保護法》;               |
| - "Law of the People's Republic of China on Appraising Environmental Impacts" 《中華人民共和國環境影響評價法》;   | - 《中華人民共和國環境影響評價法》;             |
| - "Cleaner Production Promotion Law of the PRC" 《中華人民共和國清潔生產促進法》;   | - 《中華人民共和國清潔生產促進法》;             |
| - "Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution" 《中華人民共和國大氣污染防治法》;                          | - 《中華人民共和國大氣污染防治法》;             |
| - "The Law of the PRC on Prevention and Control of Environmental Noise Pollution" 《中華人民共和國環境噪聲污染防治法》;                                       | - 《中華人民共和國環境噪聲污染防治法》;           |
| - "Law of the People's Republic of China on the Prevention and Control of Water Pollution" 《中華人民共和國水污染防治法》;                                 | - 《中華人民共和國水污染防治法》;              |
| - "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste" 《中華人民共和國固體廢物污染環境防治法》; and | - 《中華人民共和國固體廢物污染環境防治法》; 及       |
| - "Emission Standard of Pollutants for Battery Industry" 《電池工業污染物排放標準》 (GB30484-2013).  | - 《電池工業污染物排放標準》 (GB30484-2013)。 |

## ENVIRONMENTAL PROTECTION 環境保護

Emission-related data are being closely monitored by our plants in China and under strict control to ensure that the emission readings are in line with the requirements of national and regional laws and regulations and are within the stipulated levels of industry. Air pollutant emissions met the national and local standard, and was closely monitored.

The Group actively takes measures to reduce the emission of air pollutants, include:

- Regular inspection and maintenance of equipment, pipelines and valves to ensure good air tightness of devices
- Regular replacement of activated carbon to ensure its adsorption efficiency for organic waste gas

The amount of air pollutant emissions in 2021:

中國廠房嚴格監控排放物的排放資料以符合國家及區域法規的要求及行業標準所規定要求。空氣污染物排放符合國家和地方標準，並作密切監察。

本集團積極採取措施減少空氣污染物的排放，其中主要措施包括：

- 對設備、管道、閥門經常檢查、檢修，保證裝置氣密性良好
- 定期更換活性炭，以確保其對有機廢氣的吸附效率

二零二一年的空氣污染物排放量：

Key Performance Indicator	關鍵表現指標	Unit 單位	2021 二零二一年
<b>Total emissions of air pollutant</b>	<b>空氣污染物總排放</b>		
– Nitrogen oxides (NO <sub>x</sub> )	氮氧化物 (NO <sub>x</sub> )	kilogram 千克	2,097.8
– Sulphur oxides (SO <sub>x</sub> )	硫氧化物 (SO <sub>x</sub> )	kilogram 千克	0.1
– Particulate matter (PM)	顆粒物 (PM)	kilogram 千克	215.8
– Non-methane hydrocarbons (NMHC)	非甲烷總烴 (NMHC)	kilogram 千克	270.5

The Group sets a target to reduce the intensity of air pollutant emissions in 2022 as compared to 2021 and expects to achieve such targets through continuous review of the above measures.

本集團設定於二零二二年空氣污染物排放密度較二零二一年降低的目標，並預期透過不斷檢討以上措施達成該目標。

## ENVIRONMENTAL PROTECTION

### 環境保護

#### GREENHOUSE GAS EMISSIONS

The main sources of greenhouse gas emissions of the Group are generated by fuel and diesel consumed by vehicles, and electricity and steam purchased for the production of lithium batteries. The Group's lithium battery production base was relocated from Wuhu to Zhangjiagang during the year. The new production base added a production line of aluminum shell battery cell. Its manufacturing technique uses purchased steam, so the greenhouse gas emissions during the year are also from the use of purchased steam.

The amount of greenhouse gas emissions in 2021:

#### 溫室氣體排放

本集團溫室氣體的主要排放源為汽車消耗的燃油及柴油，以及生產鋰電池所需購買的電力和蒸汽。年內本集團的鋰電池生產基地由蕪湖搬遷到張家港，新生產基地增設鋁殼電芯生產線，其生產工藝使用外購蒸汽，因此年內的溫室氣體亦由使用外購蒸汽而排放。

二零二一年的溫室氣體排放量：

Key Performance Indicator	關鍵績效指標	Unit 單位	2021 二零二一年
<b>Total emissions of greenhouse gas</b>	<b>溫室氣體總排放量</b>		
– Direct greenhouse gas emissions (Note 1)	– 直接溫室氣體排放 (附註1)	tonne of CO <sub>2</sub> e 二氧化碳當量(噸)	<b>133.2</b>
– Indirect greenhouse gas emissions (Note 2)	– 間接溫室氣體排放 (附註2)	tonne of CO <sub>2</sub> e 二氧化碳當量(噸)	<b>10,424.4</b>
<b>Emission intensity of greenhouse gas</b>	<b>溫室氣體排放密度</b>		
– Direct greenhouse gas emissions	– 直接溫室氣體排放	tonne of CO <sub>2</sub> e/ kWh 二氧化碳當量(噸)/千瓦時	<b>0.0012</b>
– Indirect greenhouse gas emissions	– 間接溫室氣體排放	tonne of CO <sub>2</sub> e/ kWh 二氧化碳當量(噸)/千瓦時	<b>0.0933</b>

Note:

1. Direct greenhouse gas emissions (scope 1 emissions) refers to the greenhouse gas emissions directly generated from the combustion of fuels in mobile sources owned by the Group, which is calculated based on "How to prepare an ESG report — Appendix 2: Reporting Guidance on Environmental KPIs" issued by the SEHK.

附註：

1. 直接溫室氣體排放(範圍1排放)指自本集團擁有的移動源的燃料燃燒直接產生的溫室氣體排放，乃根據香港聯交所頒佈的「如何準備環境、社會及管治報告—附錄二：環境關鍵績效指標匯報指引」計算。

## ENVIRONMENTAL PROTECTION

### 環境保護

2. Indirect greenhouse gas emissions (scope 2 emissions) refers to the greenhouse gas emissions generated by the Group's consumption of electricity and steam purchased externally. The greenhouse gas emissions generated by consumption of electricity purchased externally is calculated based on the 2019 Baseline Emission Factors for Regional Power Grids in China for Reduction Projects (《2019年減排項目中國區域電網基準線排放因子》) (using the average of the operation margin and build margin) published by the Ministry of Ecology and Environment of the People's Republic of China and the 2021 Sustainability Report published by CLP. The greenhouse gas emissions generated by consumption of steam purchased externally is calculated based on the Guidelines for Accounting Methods and Report of Greenhouse Gas Emissions from Industrial and Other Industries Enterprises (Trial) (《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》) published by the National Development and Reform Commission.
3. As the greenhouse gas emissions of the Group are mainly from lithium battery production, intensity unit has been changed from employee to kWh, to reflect the emission situation of each unit of production volume more effectively and clearly.

The Group actively takes measures to reduce greenhouse gas emissions, include:

- Improve the speed of coating machines, increase the efficiency of equipment, and reduce the usage amount of steam
- Install frequency changers for air compressor to reduce electricity consumption

The Group sets a target to reduce the intensity of greenhouse gas emissions in 2022 as compared to 2021 and expects to achieve such targets through continuous review of the above measures.

2. 間接溫室氣體排放(範圍2排放)指本集團外部購買電力及蒸汽消耗所產生的溫室氣體排放。外部購買電力消耗所產生的溫室氣體排放乃根據中華人民共和國生態環境部發佈的二零一九年減排項目中國區域電網基準線排放因子(採用電量邊際排放因子和容量邊際排放因子之平均)、中電發佈的二零二一年可持續發展報告計算。外部購買蒸汽消耗所產生的溫室氣體排放乃基於國家發展和改革委員會發佈的《工業其他行業企業溫室氣體排放核算方法與報告指南(試行)》計算。
3. 由於本集團的溫室氣體排放主要來自鋰電池生產，密度單位已由每名僱員改為每千瓦時，以更有效及更清晰地反映每產量單位的排放情況。

本集團積極採取措施減少溫室氣體的排放，其中主要措施包括：

- 改善及提升塗布機速度，提升設備效率，減少蒸汽使用量
- 給空壓機安裝變頻器，減少用電量

本集團設定於二零二二年溫室氣體排放密度較二零二一年降低的目標，並預期透過不斷檢討以上措施達成該目標。



## ENVIRONMENTAL PROTECTION

### 環境保護

#### WASTE MANAGEMENT

The Group inevitably generates hazardous and non-hazardous wastes during the production of lithium batteries. NMP waste liquids and waste electrolytes are the Group's main hazardous wastes, while waste scraps, substandard batteries, waste packaging and domestic wastes are the Group's main non-hazardous wastes. The Group properly stores hazardous wastes in accordance with the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste" (《中華人民共和國固體廢物污染環境防治法》) and the "Standard for Pollution Control on Hazardous Waste Storage" (《危險廢物貯存污染控制標準》(GB18597-2001)). Most of our wastes were returned to the suppliers or sold to qualified recycling companies. Other wastes would be packed properly before disposing to the waste centre.

The Group actively takes measures to reduce the generation of wastes, include:

- Use pipes to store electrolyte, and dehumidifiers in workshops are not turned off when not in production to reduce the generation of waste electrolyte
- Improve the passing rate of battery cells and reduce defective battery cells
- Oversee the use of non-hazardous outer packaging materials by suppliers

#### 廢棄物管理

本集團在生產鋰電池的過程中無可避免地會產生有害及無害的廢棄物。NMP廢液、廢電解液為本集團的主要有害廢棄物，而廢邊角料、不合格電池、廢包裝及生活垃圾為本集團的主要無害廢棄物。本集團按照《中華人民共和國固體廢物污染環境防治法》及《危險廢物貯存污染控制標準》(GB18597-2001)妥善儲存有害廢棄物。大部分廢棄物均退回供應商或出售予有資質的回收公司。其他廢棄物將妥善包裝，然後交予廢物中心處理。

本集團積極採取措施減少廢棄物的產生，其中主要措施包括：

- 電解液使用管道，不生產時車間除濕機不關，減少廢電解液產生
- 提升電芯合格率，減少不合格電芯的產生
- 監督供應商使用無害外包裝材料

## ENVIRONMENTAL PROTECTION 環境保護

The amount of hazardous waste and non-hazardous waste produced in 2021:

二零二一年有害廢棄物及無害廢棄物產生數量：

Key Performance Indicator	關鍵績效指標	Unit 單位	2021 二零二一年
<b>Total hazardous waste and non-hazardous waste produced</b>	<b>所產生有害廢棄物及無害廢棄物總量</b>		
– Hazardous waste	– 有害廢棄物	tonne 噸	<b>394.2</b>
– Non-hazardous waste	– 無害廢棄物	tonne 噸	<b>714.7</b>
<b>Intensity</b>	<b>密度</b>		
– Hazardous waste	– 有害廢棄物	tonne/kWh 噸／千瓦時	<b>0.0035</b>
– Non-hazardous waste	– 無害廢棄物	tonne/kWh 噸／千瓦時	<b>0.0064</b>

Note:

- 1 As the wastes of the Group are mainly generated from lithium battery production, intensity unit has been changed from employee to kWh, to reflect the waste generating situation of each unit of production volume more effectively and clearly.

附註：

- 1 由於本集團的廢棄物產生主要來自鋰電池生產，密度單位已由每名僱員改為每千瓦時，以更有效及更清晰地反映每產量單位的廢棄物產生情況。

This year, the coverage of hazardous waste is more comprehensive and included NMP waste liquid, while non-hazardous waste included waste scrap, substandard battery and waste packaging, etc resulting in an increase in total waste production as compared to last year. In addition, the Group's new production base in Zhangjiagang was officially put into operation during the year, and at the same time the Group moved out of the production base in Wuhu. More waste was produced during the preparation and initial operation of the new production base as well as the demolition and moving out of the old production base.

本年度的有害廢棄物覆蓋範圍更全面地增加了NMP廢液，而無害廢棄物則增加了廢邊角料、不合格電池、廢包裝等，因此廢棄物產量總量跟去年相比增加。除此之外，本集團的張家港新生產基地年內正式投入使用，同時亦遷出蕪湖的生產基地，在新生產基地的籌建和營運初期會製造較多的廢棄物，清拆和遷出舊生產基地時亦會產生廢棄物。

The Group sets a target to reduce the emission intensity of hazardous and non-hazardous waste produced in 2022 as compared to 2021 and expects to achieve such target through continuous review of the above measures.

本集團設定於二零二二年有害及無害廢棄物排放密度較二零二一年降低的目標，並預期透過不斷檢討以上措施達成該目標。

## ENVIRONMENTAL PROTECTION

### 環境保護

#### USE OF RESOURCES

The Group's energy consumption mainly comes from diesel and gasoline required for the use of vehicles, as well as electricity and steam purchased for the production of lithium batteries.

Due to the business nature, the energy and water consumption during the year is relatively low for the automobile glass repair and replacement service, forklift trading and wind-farm management service. The resources consumed by the Group, mainly by lithium battery production plant, are as follows:

##### WATER AND ENERGY CONSUMPTIONS:

#### 資源使用

本集團的能源消耗主要來自使用車輛所需的柴油和汽油，以及生產鋰電池所需購買的電力及蒸汽。

由於業務性質使然，年內汽車玻璃維修及更換服務、叉車貿易及風電場管理服務的能源及用水量相對較低。本集團所用資源主要由鋰電池生產廠房使用，載列如下：

##### 水及能源消耗：

Key Performance Indicator	關鍵績效指標	Unit 單位	2021 二零二一年
<b>Energy consumption</b>	<b>能耗</b>	MWh 兆瓦時	<b>21,327.5</b>
– Direct energy consumption	– 直接能耗	MWh 兆瓦時	<b>545.5</b>
– Indirect energy consumption	– 間接能耗		
– Purchased electricity	– 購買電力	MWh 兆瓦時	<b>11,440.7</b>
– Purchased steam	– 購買蒸汽	MWh 兆瓦時	<b>9,341.3</b>
– Total indirect energy consumption	– 間接能源消耗總量	MWh 兆瓦時	<b>20,782.0</b>
<b>Water consumption</b>	<b>用水量</b>	tonne 噸	<b>33,251.4</b>
<b>Intensity</b>	<b>密度</b>		
– Energy consumption	– 能耗	MWh/kWh 兆瓦時／千瓦時	<b>0.1909</b>
– Water consumption	– 用水量	tonne/kWh 噸／千瓦時	<b>0.2976</b>

##### Note:

- 1 As the use of resources of the Group are mainly from lithium battery production, intensity unit has been changed from employee to kWh, to reflect the resources usage situation of each unit of production volume more effectively and clearly.

The Group has implemented various energy conservation strategies, including turning off non-essential electrical appliances when not in use to eliminate unnecessary power consumption. The Group chooses to use energy-saving equipment in production activities and reduce out-of-date equipment with high energy consumption.

##### 附註：

- 1 由於本集團的資源使用主要來自鋰電池生產，密度單位已由每名僱員改為每千瓦時，以更有效及更清晰地反映每產量單位的資源使用情況。

本集團已就節約能源實施各種節能策略，包括在不使用時關閉非必需電器，杜絕不必要的耗電情況。本集團於生產活動中選擇使用節能設備，減少高能耗的過時設備。

## ENVIRONMENTAL PROTECTION 環境保護

The Group continuously upgrades its equipment for the lithium battery production in order to achieve the purpose of energy saving and emission reduction, and to build an environmental-friendly facility. For example, every battery should be charged and discharged several times during the formation and grading process. The Group's formation and grading systems have the ability to recycle energy from the discharging batteries and to feedback the energy to power grid to be reused by other facilities. The recycling efficiency can reach to approximately 75%. Through these approaches, the Group can utilise the resources more efficiently and, to some extent, reduce the consumption of various types of resources.

本集團不斷通過升級鋰電池生產的設備以達到節能減排和建立一個環境友好的工廠的目的。例如，在電池化成和分容工序中，電池要多次充電和放電。本集團的化成和分容系統具有能量回收功能，可以將電池放電的能量回饋給電網供其他設備再利用，回收效率可達約75%。通過此等方法，本集團可以更加有效地利用資源，一定程度上減少對各類資源的消耗。

In order to use clean energy more efficiently, the Group installed distributed PV power generation equipment at its production base in Zhangjiagang, Jiangsu Province in 2021, which were officially put into use in early 2022, improving power generation efficiency and possessing better environmental performance.

為了更有效的使用清潔能源，本集團於二零二一年在其位於江蘇省張家港的生產基地安裝分佈式光伏發電設備，並於二零二二年初正式投入使用，提高發電效率和具備更好的環保性能。




生產基地的光伏發電設備  
PV power generation equipment at production base



## ENVIRONMENTAL PROTECTION

### 環境保護



In terms of water management, the Group is committed to reducing water consumption and wastewater discharge during the production of lithium battery products. At present, our production base is equipped with sewage treatment and collection systems to treat domestic and production sewage. Production sewage treatment and collection system recycles the sewage generated during production for reuse, uses recycled water for production, and reduces new demand for water. Domestic sewage is discharged only after being treated and reaching emission standards. Sewage discharge is regularly monitored for its pH, chemical oxygen demand (COD), suspended solids (SS), total nitrogen (TN), total phosphorus (TP), total dissolved solid (TDS) and ammonia nitrogen (NH<sub>3</sub>-N) to ensure compliance with the national discharge standards.

We use water provided by the government and had no difficulty finding suitable water sources in 2021.

The Group sets a target to reduce the intensity of energy and water consumption in 2022 as compared to 2021 and expects to achieve this target through continuous review of the above measures.

在用水管理方面，本集團致力在鋰電池產品生產過程中減少用水及廢水排放量。目前生產基地設有生活污水處理收集系統和生產污水處理收集系統，生產污水處理收集系統會回收在生產時產生的污水，生產污水全部回用，使用循環水生產，減少新取水量。生活污水則經過處理達到排放標準後始作排放。污水排放會就其酸鹼值 (pH)、化學需氧量 (COD)、懸浮物 (SS)、總氮量 (TN)、總磷量 (TP)、溶解性總固體 (TDS) 及氨氮 (NH<sub>3</sub>-N) 作定期監察，以確保符合國家指定的排放標準。

我們使用政府提供的水，且於二零二一年在尋找合適水源方面並無遭遇困難。

本集團設定於二零二二年能耗及用水量密度較二零二一年降低的目標，並預期透過不斷檢討以上措施達成該目標。



## ENVIRONMENTAL PROTECTION 環境保護

### PACKAGING MATERIALS

For the packaging of finished products, the Group also uses simple packaging as far as possible and recycles wooden trays, cardboard and packaging strips.

### 包裝材料

在製成品包裝方面，本集團盡量採用簡約包裝，並進行木托盤、紙板及包裝條的回收。

### PACKAGING MATERIALS USED IN 2021:

### 二零二一年所用包裝物料：

Type	類型	Unit 單位	2021 二零二一年
Wood	木材	tonne 噸	19.4
Plastic	塑料	tonne 噸	22.7
Paper	紙張	tonne 噸	16.7
Others	其他	tonne 噸	1.1
Total	總計	tonne 噸	59.9
Intensity	密度		
– Packaging materials	– 包裝材料	tonne/kWh 噸／千瓦時	0.0005

## THE ENVIRONMENT AND NATURAL RESOURCES

Lithium battery and wind energy are renewable energy, which can reduce the reliance on traditional fuels and cause less damage to the environment and resources. Compared with conventional batteries, lithium-ion batteries feature an array of advantages including high energy density, light weight, tiny size, long life cycle and quick charging. They are also known as “green and new energy products” since they are free of heavy metals such as lead, cadmium and do not contain toxic substances. Therefore, there are no significant environmental risks of pollution in the lithium battery related business of the Group.

The Group and its partners promote environmental protection and emission reduction by using lithium-ion batteries, energy storage systems and electric forklifts developed and constructed by them. Their operations cause no greenhouse gas emissions and can facilitate energy saving.

## 環境及天然資源

鋰電池及風能屬可再生能源，能降低對傳統燃料能源的依賴，從而減少對環境及資源的破壞。與傳統電池比較，鋰離子電池具有能量密度高、重量輕、體積小、循環壽命長、充電快速等優勢，同時由於不含鉛、鎘等重金屬，亦不含毒性材料，被稱為綠色新能源產品。因此，本集團的鋰電池相關業務並不存在重大環境污染風險。

本集團及其合夥人利用其開發和建設的鋰離子電池、儲能系統和電動叉車推動環保及減排，有關營運沒有導致溫室氣體排放並且節省能源。

## ENVIRONMENTAL PROTECTION

### 環境保護

Before setting up the production facilities of lithium-ion battery, the Group has carried out environmental assessment to analyse the natural environment (such as water, soil and natural resources) and the environmental quality (such as air quality, quality of surface water, environmental noise). In addition, the analysis report has set out the primary environmental protection goals and the levels of protection.

Except for the various measures of energy saving and emission reduction mentioned above, the Group has adopted the following green office practices to raise our staff's awareness of environmental protection with the aim of protecting the environment and natural resources:

- Setting up waste recycling bins to recycle waste paper, aluminum cans and plastic bottles;
- Encouraging the staff to save paper and putting a box beside the printer to collect used paper for double-sided printing and reuse;
- Properly adjusting the temperature of the office air-conditioning system to reduce energy consumption;
- Reducing the unnecessary power consumption of lighting equipment and only keeping the specially required lighting systems and those for security purposes at lunch breaks and non-business hours;
- Making use of the sleep mode of computers and the power-saving mode setting and turning off computers that are not used in lunch break and non-working time;
- Encouraging the staff to use reusable utensils such as water bottles, cups and avoid using disposable items such as paper cups;
- Using energy-efficient appliances such as LED lights and appliances with Grade 1 energy efficiency label; and
- Continuously optimising and promoting office automation and gradually implementing a paperless office.

本集團在建設鋰離子電池生產設施前會作出環境評估報告，對所在地的自然環境如水、土壤及自然資源；空氣品質、地表水環境品質、環境噪音等環境品質狀況作出分析。此外，分析報告已經列出主要環境保護目標及保護級別。

除了上文提及的各項節能減排措施外，為提升員工的環保意識，並保護環境及天然資源，本集團採納以下環保辦公室措施：

- 設置廢物回收箱回收廢紙、鋁罐和膠樽；
- 鼓勵員工節約用紙，在影印機旁放置單面紙收集箱，以便循環使用；
- 適當調節辦公室空調系統溫度，減少能耗；
- 減省不必要的照明設備用電，於午休及非辦公時間，只保留有特別需要及配合保安要求的照明系統；
- 善用電腦休眠模式及省電模式的設置，午休及非辦公時間不使用的電腦需要關機；
- 鼓勵員工使用可循環再用器具，如水樽、水杯，避免使用即用即棄用具，如紙杯；
- 使用具能源效益的電器，如LED燈及標有一級能源效益標籤的電器；及
- 不斷優化並推行辦公自動化，逐漸實現無紙化辦公。

### CLIMATE CHANGE

Climate change is an important issue that is closely watched around the world. As the impact of climate change on corporate operations becomes increasingly significant, it can be expected that relevant environmental protection regulations will continue to be tightened, and stakeholders will continue to pay more attention to climate change issues. The Group recognises the challenges brought by environmental and climate change risks to its daily business and operations. At the same time, as the Group is a new energy enterprise, the society's attention to environmental protection and climate change also brings opportunities to the Group's business. Through communication and research with various functional departments and stakeholders, the Group proactively identifies risks and opportunities, sorts out major risks and opportunities from climate changes related to the Group, and formulate relevant coping strategies by analysing the impact generated from risks and opportunities.

### 氣候變化

氣候變化是全球密切關注的重要議題，隨著氣候變化對企業運營的影響逐漸顯著，可以預期相關環保法規將不斷趨嚴，利益相關方對氣候變化議題的關注度也不斷提高。本集團認識到環境及氣候變化風險給日常業務及運營帶來的挑戰。同時，本集團作為新能源企業，社會對環保及氣候變化的重視亦為本集團的業務帶來機遇。通過與各職能部門以利益相關方的溝通調研，本集團主動識別其中的風險和機遇，梳理出與本集團相關的主要氣候變化風險與機遇，並通過分析風險與機遇產生的影響，制定出相關應對策略。

## ENVIRONMENTAL PROTECTION

### 環境保護

The major risks and opportunities from climate changes recognised by the Group and coping strategies formulated by the Group are as follows:

本集團識別的主要氣候變化風險及機遇，以及制定的應對策略如下：

	Risks 風險	Coping strategies 應對措施	
Physical risk 實體風險	Acute risk: Extreme weather such as typhoon, rainstorm, earthquake	<ul style="list-style-type: none"><li>Factories, office buildings and equipment are damaged, resulting in loss of assets</li><li>Equipment damage, employees' inability to work normally, transportation interruption, etc., affect the stable production, which results in a decrease in operating income</li></ul>	<ul style="list-style-type: none"><li>Formulate emergency response plans for extreme weather</li><li>Regularly inspect, reinforce or repair the building exterior walls and related external facilities</li></ul>
	急性風險： 颱風、暴雨、地震等 極端天氣	<ul style="list-style-type: none"><li>工廠、辦公樓建築及設備被破壞，造成資產損失</li><li>因設備損壞、員工無法正常工作、運輸中斷等影響穩定生產，導致營業收入減少</li></ul>	<ul style="list-style-type: none"><li>制定極端天氣應對應急預案</li><li>定期檢測、加固或修繕大樓外牆及相關外部設施</li></ul>

## ENVIRONMENTAL PROTECTION 環境保護

	Risks 風險	Coping strategies 應對措施
Physical risk 實體風險	<p>Chronic risk: Sustained heat, drought, etc.</p> <ul style="list-style-type: none"> <li>To prevent heat stroke events that may occur during high temperature work of employees, which result in financial losses</li> <li>The increase in temperature leads to the need for the Group to equip more refrigeration equipment, which increases operating costs</li> </ul>	<ul style="list-style-type: none"> <li>Cooling measures have been formulated for high-temperature weather, including adjustment on operation arrangements, control of operation hours, provision of heatstroke prevention items and drugs</li> </ul>
	<p>慢性風險： 持續高溫、乾旱等</p> <ul style="list-style-type: none"> <li>防範員工高溫作業中可能發生的中暑事件，造成財務損失</li> <li>氣溫升高導致本集團需配備更多制冷設備，增加運營成本</li> </ul>	<ul style="list-style-type: none"> <li>針對高溫天氣制定防 暑 降 溫 措施，包括調整作業安排、控制作業時間、配備防 暑 降 溫 物品和藥品</li> </ul>



## ENVIRONMENTAL PROTECTION

### 環境保護

	Risks 風險	Coping strategies 應對措施
Transition risk 轉型風險	Reputation risk	<ul style="list-style-type: none"> <li>Stakeholders such as the government, customers and business partners expect the Group to take active management actions in addressing climate change action and enhance the transparency of information disclosure. Poor performance in addressing climate change and sustainability will lead to negative feedback from stakeholders</li> <li>Improve the sustainable development capability of the Group and actively respond to climate change</li> <li>Improve related management transparency and respond to stakeholder concerns</li> </ul>
	聲譽風險	<ul style="list-style-type: none"> <li>政府、客戶、業務夥伴等利益相關方期望本集團在應對氣候變化行動方面採取積極的管理行動並提升資訊披露透明性，如果在應對氣候變化及可持續領域表現不佳會導致利益相關方負面反饋</li> <li>提升本集團可持續發展能力，積極應對氣候變化</li> <li>提升相關管理透明度，回應利益相關方關切</li> </ul>

## ENVIRONMENTAL PROTECTION 環境保護

	Risks 風險	Coping strategies 應對措施
Transition risk 轉型風險	Policy risk	<p>The government has introduced stricter policies and regulations to monitor climate change and increase the compliance work of corporate operations. The Group may face higher environmental protection requirements, which lead to higher operating costs</p> <ul style="list-style-type: none"> <li>Pay close attention to the latest developments of domestic and foreign environmental laws, regulations and policies and respond in a timely manner</li> <li>Actively carry out energy conservation and emission reduction work to increase the proportion of clean energy</li> </ul>
	政策風險	<p>政府推出更嚴格政策法規以監管氣候變化，增加企業運營合規工作，本集團可能面臨更高的環保要求導致營運成本上升</p> <ul style="list-style-type: none"> <li>密切關注國內外環境法律法規、政策的最新動態並及時應對</li> <li>積極開展節能減排工作，提高清潔能源佔比</li> </ul>

## ENVIRONMENTAL PROTECTION

### 環境保護

	Risks 風險	Coping strategies 應對措施
	Market risk	Changes in consumer behavior in the market, if the products and services provided by the Group cannot effectively and timely meet consumers' demand for green and low-carbon products, it will have an impact on its operations
	市場風險	市場消費者行為的改變，如果本集團提供的產品與服務無法有效、及時滿足消費者對綠色低碳產品的需求，將會對其運營產生影響
	Technology risk	As the country and the society pay more attention to the issue of addressing climate changes, the Group needs to deploy more energy-saving and technological upgrading project, adopt new technologies and new processes, and reduce carbon emissions of the Group
	技術風險	隨著國家與社會關注應對氣候變化議題加大，本集團需要多部署節能技改項目，採用新技術、新工藝，降低本集團碳排放水平
Transition risk 轉型風險		<ul style="list-style-type: none"> <li>Promote business innovation, research and development innovation to promote the development of green products to meet customer demand</li> <li>推動業務創新，研發創新推動開發綠色產品，滿足客戶需求</li> <li>Improve the Group's research and development capabilities through measures such as talent training and retention</li> <li>繼續研究應用低碳技術，不斷優化生產工藝以減少能耗</li> </ul>

## ENVIRONMENTAL PROTECTION

### 環境保護



	Opportunities 機遇	Coping strategies 應對措施
Markets, products and services	In the context of the transition to a low-carbon economy, the demands of customers and consumers for products and services, such as energy storage products, photovoltaic power generation, lithium-ion forklifts, are also increasing, bringing new market opportunities to the Group and increasing operating income	<ul style="list-style-type: none"> <li>Promote business innovation and launch products that meet market demand in a timely manner to attract and retain customers</li> <li>Identify and respond to government supportive policies and green projects</li> </ul>
市場、產品及服務	在低碳經濟轉型背景下，客戶以及消費者在儲能產品、光伏發電、鋰電叉車等產品及服務的需求也在不斷增加，為本集團帶來新的市場機遇，增加營業收入	<ul style="list-style-type: none"> <li>推動業務創新，及時推出適應市場需求的產品，以吸納和挽留客戶</li> <li>識別並響應政府支持性政策及綠色項目</li> </ul>
Efficiency of resource use	Improve the efficiency of resource use, including the use efficiency of energy, water resources, etc., to help the Group reduce the cost in the operation process	<ul style="list-style-type: none"> <li>Continuously monitor the use of various resources and take timely improvement measures to reduce greenhouse gas emissions and use of resources</li> <li>Actively explore and apply new technologies, new equipment and new processes to improve the efficiency of resource use and reduce energy use costs</li> </ul>
資源使用效率	提高資源使用效率，包括能源、水資源等的使用效率，幫助本集團降低運營過程中的成本	<ul style="list-style-type: none"> <li>持續監控各項資源使用情況，及時採取改進措施，減少溫室氣體排放及資源的使用</li> <li>積極探索應用新技術、新設備、新工藝，提高資源使用效率，降低能源使用成本</li> </ul>

## SOCIAL RESPONSIBILITY

### 社會責任

#### EMPLOYMENT AND LABOUR PRACTICES

##### EMPLOYMENT

Xinyi Electric Storage regards talents as the most valuable treasure. The Group insists on providing every employee with fair, just and reasonable opportunities for development by continuously improving working conditions, offering competitive benefits and remuneration, and adopting an effective training system and the employment mechanism of putting ability and contribution over education and seniority. Platforms are established for the employees to show their talents, which attracts, nurtures, motivates, and retains competent and quality talents up to international standards.

##### RECRUITMENT, PROMOTION AND DISMISSAL

The Group strictly comply with “Labour Law of the People’s Republic of China” (《中華人民共和國勞動法》), “Labour Contract Law of the People’s Republic of China” (《中華人民共和國勞動合同法》), “Employment Ordinance” (《僱傭條例》) in Hong Kong and “Canada Labour Code” in Canada, and the relevant administrative rules and measures are strictly enforced. These rules and regulations specify the requirements relating to employment, labour relations, employees’ remuneration and welfare to protect the rights of employees. We strictly complied with the “Insurance Law of the People’s Republic of China” (《中華人民共和國社會保險法》) and Hong Kong’s “Mandatory Provident Fund Schemes Ordinance”. The Group paid social insurances and mandatory provident fund in a timely manner for all the staff.

The Group has formulated a series of employment policies and procedures such as “Recruitment Management Process” (《招聘管理流程》) in accordance with the laws and regulations of countries and regions to proceed employment in a manner of fairness, equity and transparency. The ways of recruitment include various channels, including recruitment notices put on the bulletin board near the factory entrance and recruitment websites, as well as talent markets, the Internet, campus recruitment, headhunting and internal recommendation from employees to satisfy the talent needs of various departments. There are internal guidelines set up for all these recruitment methods so as to ensure that there is a fair opportunity for every application for the recruitment of the suitable candidate. Before new employees can work at key technical and management positions, the human resources team will conduct background checks in various aspects by utilising the resources of industry peers to protect the Group from any loss in terms of the opportunity cost of human resources.

#### 僱傭及勞工常規

##### 僱傭

信義儲電人才為最寶貴的財富。本集團堅持以不斷改善的工作條件，具有競爭力的福利待遇，實效的培訓系統，不唯文憑重能力、不唯資歷比貢獻的用人機制，公平、公正、合理地賦予每個人成長機會，搭建充分展示才華的舞台，吸引、培養、激勵、留住有能力、高品質、具備國際化素質的人才。

##### 招聘、晉升及解僱

本集團嚴格遵守《中華人民共和國勞動法》、《中華人民共和國勞動合同法》及香港《僱傭條例》，並嚴謹執行相關行政規則及措施。該等規則及法規訂明與僱用、勞資關係、僱員薪酬及福利有關的規定，以保障僱員權利。我們嚴格遵守《中華人民共和國社會保險法》以及香港《強制性公積金計劃條例》。本集團及時為全體員工支付社會保險及強制性公積金供款。

本集團按照國家及地區的法律法規制定了一系列有關僱傭的政策及流程，如《招聘管理流程》，以公平、公正、公開的方式進行員工招聘。招聘途徑包括採取在廠門口公告欄、招聘網站上刊登招聘啟事，以及利用人才市場、網路、校園招聘、獵頭、內部員工推薦等多種管道滿足各部門的用人需求。各種招聘都訂立了內部相關指引，確保所有人都獲得公平的應試機會，再從中聘用合適人士。技術及管理關鍵性崗位入職前，人力資源組利用同行業的資源多方面進行背景調查，避免給本集團造成人力機會成本的損失。



## SOCIAL RESPONSIBILITY 社會責任

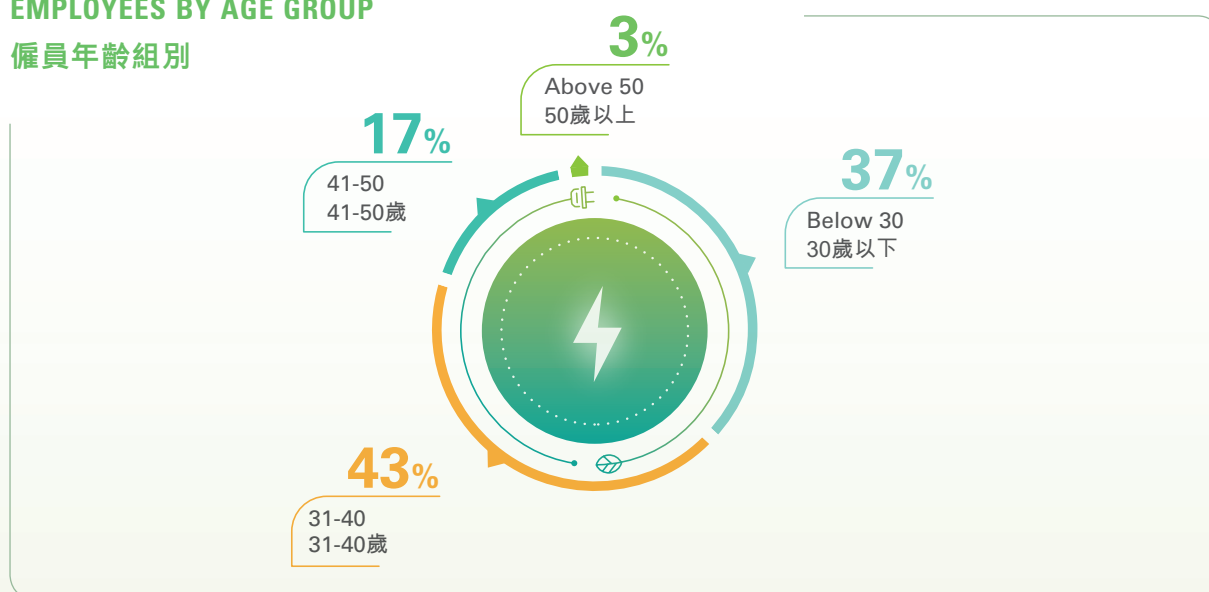
As at 31 December 2021, Xinyi Electric Storage had 364 employees, all of which are full-time employees including production, research and development, sales, management and other teams. Xinyi Electric Storage hires employees from diversified backgrounds of different ages, genders, races, nationalities, regions, religions, beliefs, political ideologies and educational backgrounds.

The following graphs show the employment distribution of the Group in 2021:

截至二零二一年十二月三十一日，信義儲電的僱員數目達364人，全部為全職僱員，包括生產、研發、銷售及管理團隊。信義儲電聘用不同年齡、性別、民族、國籍、地區、宗教信仰、政治理念和教育經歷等多元因素的員工。

下圖列示本集團於二零二一年的僱傭分佈：

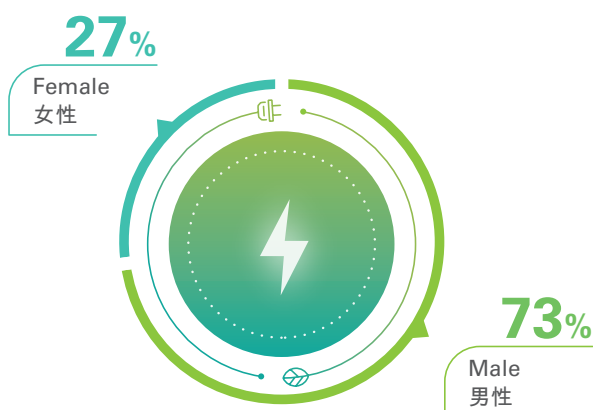
### EMPLOYEES BY AGE GROUP 僱員年齡組別



## SOCIAL RESPONSIBILITY 社會責任

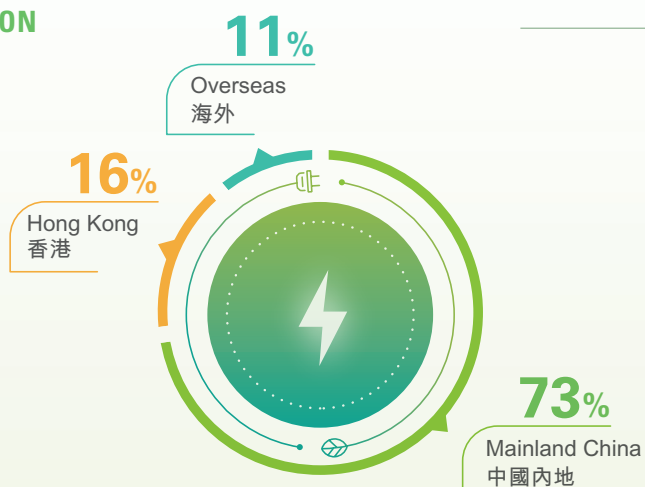
### EMPLOYEES BY GENDER

#### 僱員性別



### EMPLOYEES BY REGION

#### 僱員所在地區



As at 31 December 2021, the age distribution of the employees of the Group was mainly in the age group of 21-40, mainly including male employees, which was similar to that of last year. In addition, the Group added employees in Canada in 2021 as the Group expanded its business there.

本年團於二零二一年十二月三十一日的員工年齡分佈主要在21-40歲年齡層，主要為男性員工，跟去年的分佈相若。另外，由於本集團在加拿大拓展業務，本集團在二零二一年新增了位於加拿大的員工。

## SOCIAL RESPONSIBILITY 社會責任

Meanwhile, the Group provides employees with fair, equal promotion opportunities without prejudice based on their performance, personal quality, and ability only and regardless of such factors as age, gender, ethnicity, cultural background, religious belief, and political belief, providing sufficient promotion opportunities for employees who perform their duties with diligence. The Group conducts regular performance appraisals for employees, then provide incentives for employees with outstanding performance based on the assessment results upon review and verification, and proposes improvement measures such as re-training to be arranged, followed up and assessed by the administrative department for employees who fail to meet the standards. In addition to formulating the “Personnel Management System” (《人事管理制度》) and the “Promotion/Demotion Management Procedure” (《晉升／降職管理流程》) as the internal guidelines for general talents management, the Group has established reward systems such as “Management System for the Internal Title Accreditation of the Group” (《集團內評職稱管理制度》), “Patent Reward System” (《專利獎勵制度》) and “Incentive Scheme” (《激勵制度》) to encourage professional personnel to study their business and enhance their skills. The internal title accreditation is carried out once a year. Upon the submission of materials and review on the daily performance, the employees are broadly divided into three levels, junior, middle and senior, so that the employees with adequate experience and capability will be provided with the same level of benefits.

同時，本集團為員工提供公正平等、不存偏見的晉升機會，僅與績效、個人素質和能力掛鉤，不受年齡、性別、民族、文化背景、宗教信仰、政治理念相關因素的影響，保障每一位盡職履責的優秀員工應有的晉升空間。本集團定期對員工的工作表現進行考核測評，根據複核認定的考評結果對表現優秀的員工給予激勵，對於不達標的員工提出改善措施，如重新培訓等，由辦公室協助安排、跟進及考評。本集團除了制定《人事管理制度》及《晉升／降職管理流程》作為一般管理人才的內部指引外，為鼓勵從事專業崗位人員鑽研業務和提升技能，本集團設有《集團內評職稱管理制度》、《專利獎勵制度》及《激勵制度》等獎勵制度。內評職稱每年開展一次，經提交材料、審核再按平日考勤表現評定，大致分初、中及高級三個職級，使有足夠經驗及能力的員工都可獲得同等待遇。

## SOCIAL RESPONSIBILITY

### 社會責任

In terms of dismissal, the Group's "Employee Handbook" (《員工手冊》) clearly explains the various situations in which the Group will terminate the labour contract and other handling methods, while the "Personnel Management System" (《人事管理制度》) states the procedures which should be carried out by the responsible executor, and the right of the affected employee upon the termination of labour contracts, so as to ensure that the Group treats each employee equally. We closely monitor staff turnover rates, respond to feedback on staff turnover and take appropriate measures to retain talent. When an employee resigns, the human resources team will conduct one-on-one resignation interview with the employee regarding his/her plan after resignation and the existing problems of the Group, to sincerely collect opinions from the employee and give feedback to the relevant responsible person for specific improvement. Based on the total number of staff on 31 December 2021, the overall employee turnover rate for the year was about 70%.

The employee turnover rates by gender, age and geographical region in 2021 were as follows:

針對解僱方面，本集團的《員工手冊》有清楚解釋本集團會作出解除勞動合同的各個情況及其他處理方式，而《人事管理制度》則會列明當確定要解除勞動合同時，負責執行的人需要做的步驟及受影響員工的應有權利，以確保本集團對待每個員工都是一視同仁的。我們密切關注員工的流失率，並從員工的離職意見反饋中及時作出回應，並採取適當措施挽留人才。員工提出離職時，人力資源組對員工進行一對一的離職面談，面談內容針對員工的離職去向以及對本集團現階段存在的問題，認真聽取員工的意見，並回饋給相關責任人，有針對性的予以改進。根據二零二一年十二月三十一日的總員工人數，該年度的整體員工流動率約為70%。

二零二一年按性別、年齡及地理區域分類的員工流失率如下：

Employment	僱傭	Turnover rates 流失率
<b>By gender</b>	<b>按性別分類</b>	
— Male	— 男性	68%
— Female	— 女性	75%
<b>By age</b>	<b>按年齡分類</b>	
— Below 30	— 30歲以下	86%
— 31-40	— 31-40歲	67%
— 41-50	— 41-50歲	40%
— Above 50	— 50歲以上	91%
<b>By geographical region</b>	<b>按地理區域分類</b>	
— Hong Kong	— 香港	24%
— Mainland China	— 中國內地	89%
— Overseas	— 海外	13%

## SOCIAL RESPONSIBILITY 社會責任

The Group's high employee turnover rate in 2021 was due to the relocation of the Group's lithium battery production base from Wuhu to Zhangjiagang, and some employees left the Group without following the relocation of the production base.

### REMUNERATION PACKAGE AND BENEFITS

Xinyi Electric Storage has formulated procedures including "Remuneration Management and Adjustment Procedure" (《薪酬管理調整流程》) and "Remuneration Formulation and Accounting Procedure" (《薪酬制定和核算流程》), and provides the employees with attractive remuneration and benefits. Staff's remuneration package, comprised of basic salary and reward and punishment, is adjusted for factors such as the Group's results, the value of the staff member's position, personal competency and performance, and social development level, etc. The Group also pays the social insurance for its staff, and provides them with benefits including meal allowances, housing benefits, subsidies for high temperature, transport and communication allowances.

In order to retain high calibre staff members, Xinyi Electric Storage carries out internal appraisal of its staff on a yearly basis. The eligible staff members are entitled to participate in the Company's share option scheme as an incentive. In order to stimulate the working enthusiasm of middle and high-level management cadres and ensure the medium- and long-term healthy development of the Group, Xinyi Electric Storage rewards the department heads and the management cadres at higher levels by setting additional assessment items in terms of integrity, safety and diligence. In addition, Xinyi Electric Storage presents service awards to its employees. Staff will receive their "Xinyi Service Awards" after the completion of their first and second 5-year contract terms.

本集團於二零二一年的員工流失率偏高是由於本集團的鋰電池生產基地由蕪湖搬遷到張家港，部份員工沒有跟隨生產基地的搬遷而離職。

### 薪酬待遇及福利

信義儲電制定了《薪酬管理調整流程》、《薪酬制定和核算流程》等流程，為僱員提供具吸引力的薪酬和福利。員工的薪酬由基本工資和獎罰額度構成，薪酬隨著本集團業績、員工崗位價值、個人能力與績效以及社會發展水準等因素進行調整。本集團亦為員工繳納社會保險，為員工提供飲食津貼、住房福利、高溫補貼及交通通訊補助等福利。

信義儲電為挽留優秀員工，員工每年須作內部評核，符合資格者可參與公司的購股權計畫作為獎勵。為激發中高層管理幹部的工作積極性，確保本集團中長期健康發展，信義儲電對部門負責人及以上管理幹部從廉潔、安全、盡職三個方面額外設立考核項目進行獎勵。此外，信義儲電設有就業服務獎。員工第一個及第二個五年期勞動合同期滿後，均會頒發信義就業服務獎。



## SOCIAL RESPONSIBILITY

### 社會責任

Xinyi Electric Storage strictly complies with working hour limit and holiday requirements under the laws applicable to each of its places of business, which include “Labour Law of the People’s Republic of China” (《中華人民共和國勞動法》), “Regulation on Public Holidays for National Annual Festivals and Memorial Days” (《全國年節及紀念日放假規定》) and “Provisions of the State Council on Employees’ Working Hours” (《國務院關於職工工作時間的規定》) and “Employment Ordinance” of Hong Kong. Staffs mainly implement an eight-hour working system from Mondays to Fridays, while production departments implement a shift system, and we provides local statutory holidays and paid leaves, such as marriage leave, funeral leave, maternity leave, and paternity leave, etc.

In response to the increasingly fast pace of life, Xinyi Electric Storage encourages its employees to achieve work-life balance. It organises medical check-ups and travel tours for the employees and holds various fun activities after work to enrich their life and communication beyond eight hours of work.

#### HIGHLIGHTS OF SOME ACTIVITIES:

- In order to promote communication and enhance teamwork ability and cohesion, the Group has carried out middle and grassroots personnel development activities. During the activity, everyone can realise the importance of teamwork and promote the development of daily work.
- In order to encourage all employees of the Group to strengthen physical exercise in their spare time and create a good atmosphere of “happy work and healthy life”, the Group held “CEO Cup” walking activities, “CEO Cup” cloud fitness activities, tug-of-war competitions, badminton games and other activities.

信義儲電嚴格遵守各業務所在地法律規定的工作時限和假期，其中包括《中華人民共和國勞動法》、《全國年節及紀念日放假規定》、《國務院關於職工工作時間的規定》、香港《僱傭條例》。職員主要實行一星期五天工作八小時的工作制度，生產部門實行倒班輪休制，並按當地法定節假日放假，另設有婚假、喪假、產假、陪產假等有薪假期。

面對日益加快的生活節奏，信義儲電鼓勵員工平衡工作與生活，主張為員工組織健康體檢和旅遊，並舉辦各項有趣的業餘活動，豐富員工八小時工作之外的生活和交流。

#### 部分活動撮要：

- 為了促進溝通，提升團隊協作能力及凝聚力，集團開展了中基層人員拓展活動。活動過程讓大家能意識團隊配合的重要性，促進日常工作的開展。
- 為鼓勵集團所有員工在業餘時間加強身體鍛煉，營造「快樂工作，健康生活」的良好氛圍，集團舉辦「總裁杯」健步走活動、「總裁杯」雲健身活動、拔河比賽、羽毛球比賽等活動。



團隊拓展活動  
Team building activity

In addition, the Group has also established “Xinyi Education Fund”, dedicated to provide special financial support for the children of the existing employees continuously working at the Group for 2 years or more to complete their study.

### HEALTH AND SAFETY

We are subject to the Hong Kong and the PRC laws and regulations regarding labour, safety and workplace incidents. We have implemented our internal safety manual, among other policies, to establish operating procedures for work safety, accident handling, accident rescue and safety training.

Work safety measures are adopted to protect our employees during the course of work. We provide our employees with safety manual, new employee training and regulation education.

We provide safety protection to our employees working in our service centres and production plant, which includes providing them with adequate safety equipment and ensuring that our service centres and plant facilities have adequate precautionary measures. When there is an accident or emergency, immediate report to our administrative department and appropriate responsive actions are required.

另外，本集團亦設立「信義教育基金」專門用於資助在本集團連續工作滿2年或以上工齡且在職的子女，以幫助他們順利完成學業的專項助學金。

### 健康與安全

我們須遵守有關勞動、安全及工地事故的香港及中國法律及法規。我們已實施內部安全守則，推行多項政策，其中包括為工作安全、處理事故、事故救援及安全培訓建立營運程序。

採納工作安全措施旨在保障僱員在工作期間的安全。我們為僱員提供安全守則、新入職僱員培訓及規範教育。

我們為在服務中心及生產廠房工作的僱員提供安全保護措施，其中包括向他們提供足夠的安全裝備及確保我們的服務中心及廠房設施已有充分的預防措施。發生任何意外事故或緊急情況須馬上匯報行政部門並採取適當應對行動。

## SOCIAL RESPONSIBILITY

### 社會責任

The Group attaches great importance to safe production, normalises safety education, and requires all personnel to participate in the drills involving the use of fire equipment, which has effectively improved the safety awareness and emergency handling capacity of all employees. The Group organised the “Safety Production Month” in June 2021. The activities include safety training and publicity, investigation of potential safety hazards, improvement of safety management system, improvement of emergency plans and development of emergency drills, summer heatstroke prevention, cooling and waterlogging prevention, employee care - physical examination for special types of work, which enhanced staff’s safety awareness.

During the year, we had complied with the applicable laws and regulations relating to providing a safe working environment and protecting employees from occupational hazards and had not been subject to any penalties or fines by the competent authority for any non-compliance with the relevant laws and regulations. The Group recorded no work-related fatalities in the past three years (including 2021). In 2021, there were 87 lost days due to work-related injuries.

本集團高度重視安全生產，安全教育常態化，全員參與消防器材模擬演練，有效提升了全員安全防範意識、應急處置能力。本集團在二零二一年六月組織了「安全生產月活動」，活動內容包括安全培訓與宣傳、安全隱患大排查、完善安全管理體系、完善應急預案及開展應急演練、夏季防暑降溫防澇工作、員工關愛－特殊工種體檢，透過此等活動加強員工的安全意識。

年內，我們已經遵守有關為僱員提供安全工作環境及使僱員免於職業性危害的適用法律法規，且並未遭遇專責機關因任何不符合相關法律法規而予以任何處罰或罰款。本集團於過去三年（包括二零二一年）並無發生工作相關死亡事故。於二零二一年，因工傷損失工作日數為87天。



於生產基地進行消防演習  
Fire drill at the production base



### DEVELOPMENT AND TRAINING

Xinyi Electric Storage regards human resources as intangible assets, and is committed to the organic integration of the employees' career planning and the long-term development of the Group by organising orientation training, on-the-job training, external training, management training and business training in an effective and complementary manner.

We allocate ample resources to staff training and development with the aim of sustaining a competent, professional and ethical staff force that will contribute to the success of the Group. Our commitment to staff development is also aligned with the expectation that our Group should engage and deploy personnel with sufficient skills, knowledge, experience and soundness of judgement to discharge their duties. Depending on our staff's role, they will receive relevant on-the-job trainings in areas such as technical skills, customer services, work safety, operation manual, product knowledge, production process, compliance, risk management, leadership and management, and sales and relationships management. Reinforcement and refresher training programs help to ensure employees have the latest information and skills to carry out their duties at the highest standards. In 2021, the Group provided 2,241.1 hours of training for the employees through a combination of internal training and external training. The average training hours per employee in 2021 was around 4.4 hours.

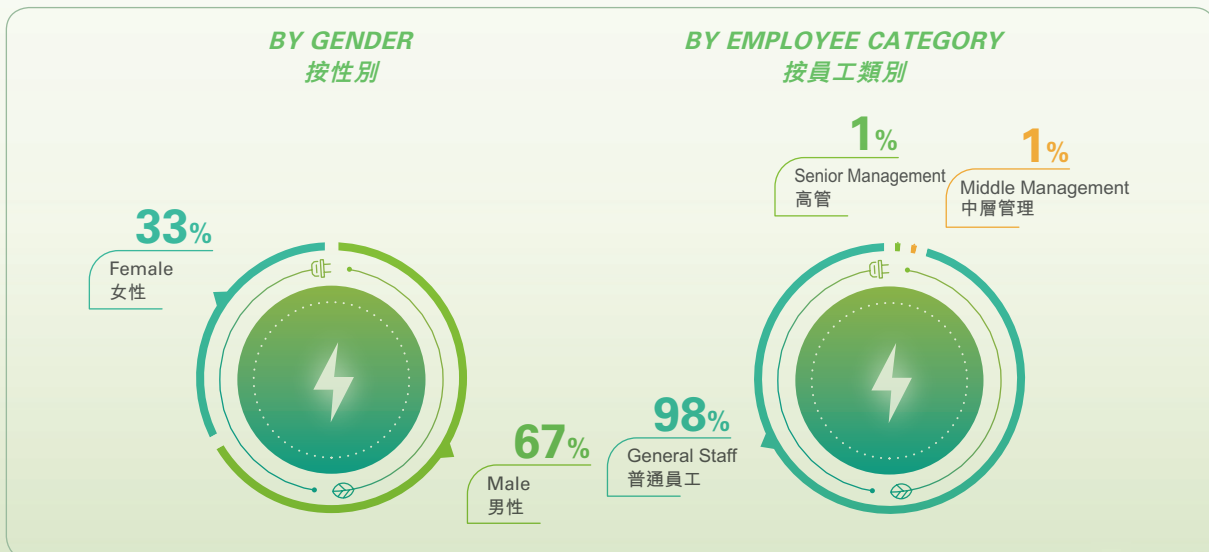
THE FOLLOWING GRAPHS SHOW THE DISTRIBUTION OF TRAINED STAFF OF THE GROUP IN 2021:

### 發展及培訓

人力資源是信義儲電的無形資產，致力於員工職業生涯的規劃與本集團長遠發展有機結合，組織入職、在職、委外、管理、業務等培訓形式有效互補。

我們撥出充分的資源用於員工培訓及發展，旨在維持一隊有助於本集團成功的能幹、專業及有道德的員工團隊。我們對於員工發展所作的努力亦與我們的期望一致，就是本集團應該提供及調配具備足以履行職務的技能、知識、經驗及良好判斷力的工作人員。員工將按彼等的職能接受不同領域(如技術能力、待客態度、工作安全、操作手冊、產品知識、生產程序、合規、風險管理、領導及管理、以及銷售及關係管理)的在職培訓。加強及更新培訓課程可有助確保僱員具備以最高水準執行職務的最新資訊和技能。本集團於二零二一年通過內部培訓和委外培訓結合的方式，為員工提供2,241.1小時的培訓。於二零二一年，每名僱員的平均培訓時間約為4.4小時。

下列圖表說明二零二一年本集團受訓員工的分佈情況：



## SOCIAL RESPONSIBILITY

### 社會責任

The following table shows the average training hours completed by our staff in 2021:

下表說明二零二一年本集團員工完成的平均培訓時數：

Employment type	僱傭類別	Average training hours completed 完成的平均培訓時數
<b>By gender</b>	<b>按性別分類</b>	
— Male	— 男性	4.2
— Female	— 女性	5.0
<b>By employee category</b>	<b>按員工類別</b>	
— Senior management	— 高管	2.3
— Middle management	— 中層管理	2.0
— General staff	— 普通員工	4.5

## LABOUR STANDARDS

While developing the “Recruitment Management Procedure” (《招聘管理流程》), Xinyi Electric Storage strictly complies with the “Labour Law of the People’s Republic of China” (《中華人民共和國勞動法》), “Provisions on the Prohibition of Using Child Labour” (《禁止使用童工規定》) and the local legal requirements in the places where its business are located, as well as the laws and regulations prohibiting the use of child and forced labour. To ensure staff health and safety, forced labour is strictly prohibited and no staff can start working before the completion of the relevant trainings.

## 勞工準則

信義儲電在制定《招聘管理流程》時，嚴格遵守《中華人民共和國勞動法》、《禁止使用童工規定》等及各業務所在地法律規定，以及禁止使用童工或強制勞工的法律法規。為保障員工健康和 safety，嚴禁強制勞工，所有員工亦需經過相關培訓才可工作。



## SOCIAL RESPONSIBILITY 社會責任

The Group does not hire any persons aged below 16 (or the relevant thresholds as may be prescribed under the local labour law). During the recruitment process, job applicants should produce identity proof to ensure compliance with the Group's policy as stated above. If such employment of child labour and forced labour is found, the Group will immediately terminate the labour contracts of the relevant employees, discontinue the employment and deal with the relevant responsible employees according to the Group's system. During the year, the Group was not aware of any major violations of laws and regulations related to the prohibition of the use of child labour or forced labour.

### OPERATING PRACTICES

#### SUPPLY CHAIN MANAGEMENT

The Group selects suppliers based on a stringent set of criteria. The Group has formulated and implemented documents related to processes such as "Procurement Management Procedures" 《採購管理程序》 and "Supplier Management Procedures" 《供應商管理程序》 for all potential and existing suppliers. The Group implemented a grading system and a comprehensive management system for suppliers. For potential suppliers, the Group's supply chain purchasing team will work with quality control, research and development and other relevant departments to set up a supplier evaluation team to score potential suppliers in all aspects. We evaluate suppliers based on a variety of factors, including product quality, price, payment conditions, production capacity, experience, industry qualification and certification, market reputation and after-sales service. The Group requires major raw material suppliers to pass ISO9001 certification at least. In addition, the environmental and social performance of suppliers is also a crucial part of auditing their performance and standards. During the selection process, specific requirements on suppliers' environment, business ethics, human rights and public responsibilities are emphasised. The Group will give priority to suppliers with relevant certifications such as quality system and environmental system.

本集團並無僱用任何不足16周歲(或當地勞工法可能規定的相關門檻)的人士。於招聘過程中，應聘者須提交身份證明以確保遵守上述本集團政策。如有發現有此等僱用童工及強制勞工情況出現，本集團將立即解除相關員工的勞動合同，停止僱用，並對相關責任人按集團制度處理。年內，本集團並不知悉與禁止使用童工或強制勞工有關的任何重大違反法律及法規的情況。

### 營運慣例

#### 供應鏈管理

本集團根據一套嚴謹的準則甄選供應商，我們已制定並對所有潛在及現有的供應商執行《採購管理程序》、《供應商管理程序》等相關流程檔，對供應商實行評分制度及全面的管理制度。對於潛在供應商，本集團的供應鏈採購組會聯同品管、研發等相關部門成立供應商評估小組對潛在供應商各方面進行評分。我們對供應商的評估綜合多方面的因素，其中包括產品質量、價格、付款條件、產能、經驗、行業資格及認證、市場信譽及售後服務。本集團要求主要原材料供應商需至少要通過ISO9001認證。此外，供應商的環境及社會表現亦是審核其表現及標準中的重要一環。甄選過程中，我們強調對供應商的環境、商業道德、人權及公共責任等具體要求。其中，本集團會優先考慮擁有品質體系、環境體系等相關認證資質的供應商。

## SOCIAL RESPONSIBILITY

### 社會責任

We have conducted on-site inspections and assessments on certain potential suppliers, including visiting factories, evaluating production facilities and production machines, auditing record keeping and management systems, and visiting the management, etc., to know about suppliers' measures and methods in safe production and environmentally friendly production to ensure that potential suppliers meet our standards. We will also ask potential suppliers to provide samples, and the research and development and quality control departments will test the samples to ensure that the quality of the materials can meet the needs of the Group. If suppliers have met our selection criteria, we will log them into the Qualified Supplier Directory to become our qualified suppliers.

In the contracts entered into between the Group and suppliers, there are specific terms on suppliers' delivery timeliness, quality requirements, intellectual property rights, etc. Meanwhile, we have formulated the "Supplier Supply Management System" (《供應商供貨管理制度》) to increase the supply share of suppliers that meet the requirements and establish strategic partnerships. Through semi-annual assessments, we generally score the suppliers according to the items required by the Supplier Evaluation Criteria (《供應商評價標準》), fill in the Supplier Half-Year Assessment Schedule (《供應商半年考核明細表》), rate the suppliers according to their scores and implement corresponding disposal measures. For suppliers with low scores, we will issue the Supplier Assessment and Rectification Report (《供應商考核整改報告》) to them, require them to take corrective or preventive measures for improvement, and track the effectiveness of their improvement. If the supplier's situation does not improve, we will consider removing it from the Qualified Supplier Directory to cease the supply relationship with it. Through these evaluation systems, we maintain a list of qualified suppliers to ensure that they meet our quality standards.

In addition, the Group adheres to the principle of green purchasing when purchasing, gives priority to purchasing "green products" in procurement processes, strengthens the safety and environmental protection concepts of suppliers, and promotes suppliers to fulfill their social responsibilities.

我們對若干潛在供應商進行實地考察及評估，包括到訪廠房、評估生產設施及生產機器、審核記錄保存及管理系統，以及拜訪管理層等，了解供應商在安全生產、環保生產方面的措施和辦法，確保潛在供應商符合我們的標準。我們亦會要求潛在供應商提供樣品，由研發及品管等部門對樣品進行測試以確保材料的質量能夠滿足本集團的需求。供應商如已達到我們的甄選準則，我們便會將其登錄到《合格供應商名錄》，成為我們的合資格供應商。

本集團在跟供應商簽訂的合同對供應商交付及時性、質量要求、知識產權等有明確條款，同時我們制訂了《供應商供貨管理制度》，對符合要求的供應商增加供應份額、建立戰略合作夥伴等。我們一般通過半年度評估，根據《供應商評價標準》要求的項目為供應商進行評分，填寫《供應商半年考核明細表》，根據供應商的得分情況評級並執行相應的處置措施。對評分較低的供應商，我們會向其發放《供應商考核整改報告》，要求其採取糾正或預防措施進行改善，並跟蹤其改善的有效性。如供應商的情況沒有改善，我們會考慮將其從《合格供應商名錄》中除名，停止與其供應合作關係。我們透過此等評估制度保持合資格供應商名單，以確保彼等符合我們的質量標準。

此外，本集團在實行採購時堅持環保採購原則，在採購過程中選擇優先採購「綠色產品」，強化供應商的安全及環保理念，促進供應商履行社會責任。

## SOCIAL RESPONSIBILITY 社會責任

We have entered into "Supplier Anti-corruption Agreement" (《供應商廉潔協議》) with the suppliers for non-small-sum piecemeal procurement which have long-term business relationship with the Group, including, but not limited to, all raw material suppliers, engineering service providers, transportation companies/shipping companies, advertising planning companies, equipment suppliers, food and beverage suppliers, and service providers (such as banks, cleaning services, scrap purchasers and machinery, etc.).

與本集團有長期業務往來的非小額零星採購供應商包括但不限於所有原材料供應商、工程服務供應商、運輸公司／船務公司、廣告策劃公司、設備供應商、餐飲供應商、服務供應商(如銀行、清潔服務、廢品收購商及機械等)簽訂《供應商廉潔協議》。

The number of suppliers in 2021:

於二零二一年的供應商數目：

Key Performance Indicator		2021 二零二一年
關鍵績效指標		
<b>Number of suppliers by geographical region</b>	<b>按地區劃分的供應商數目</b>	
– Mainland China	— 中國內地	492
– Hong Kong	— 香港	20
– Overseas	— 海外	60
		572

## PRODUCT RESPONSIBILITY

### QUALITY ASSURANCE

We are committed to provide high quality products and services, and also committed to the research and development of energy-saving and green products. We have made new achievements in the research and development of green products, and have continuously promoted the popularisation and application of energy saving and environmental protection concepts. Xinyi Electric Storage strictly complies with the requirements of the "Product Quality Law of the People's Republic of China" (《中華人民共和國產品質量法》) and relevant local laws and regulations to implement the ISO9001: 2015 quality management system, and the products have obtained UL1973, UL2580, UN38.3 and China Classification Society Certification CCS. We

## 產品責任


### 質量保證

我們致力提供優質產品及服務，亦致力於節能環保產品的研發，在綠色產品研發上一次次實現新的開拓，不斷推動節能環保概念的普及推廣。信義儲電嚴格遵守《中華人民共和國產品質量法》及當地相關法律法規的要求，推行ISO9001:2015品質管制體系，並且產品已獲得UL1973、UL2580、UN38.3認證和中國船級社認證CCS。我們已建立嚴格質量管理制度，並制定生產及提供服務的內部程序手冊。為確保遵守我們的內部程序手冊，我們亦將向員工提供在職培訓課程以提高其技能，並讓其及時了解有關最新技術、客戶



## SOCIAL RESPONSIBILITY

### 社會責任



have established a strict quality management system with internal procedure manual on the production and provision of services. In order to ensure compliance with our internal procedure manual, we will also provide on-the-job trainings to our staffs to enhance their technical skills and provide timely update on the latest technology, customer service skills and workplace safety in order to raise the standard and quality of our products and services. Our quality management team also carry out regular quality control inspections at our production plant and service centres to ensure our products and service quality.

We will test the quality of production process of raw materials storage and products including batteries and battery packs, when abnormalities occur, onsite quality control personnel will fill in a problem report and submit it to professional departments to obtain reason analysis and rectifying measures, which then be confirmed and carried out under supervision by quality control department.

During the year, no products which the Group sold or shipped were subject to recalls for safety and health reasons.

The Group also focus on improving level of after-sales services, to realise high customer satisfaction and maintain long-term trust of customers. We formulated "Warranty Management Control Procedures" (《保修管理控制程序》) to manage after-sales services. In the event that customers suffer malfunction during using our products, we will conduct information collection, problem analysis and initial judgement of malfunction through phone or video. Research and development department will recognise malfunction judged by after-sales personnel and confirm solution, then after-sales personnel will conduct onsite handling or send back for repair according to solution. The Group received a total of 553 complaints about lithium batteries and electric storage products in 2021, with a processing rate of 100%.

服務技能及工作場所安全的知識，從而提高我們的產品及服務水平及質量。我們的質量管理團隊亦在生產廠房及服務中心進行定期的質量控制檢查，以確保產品及服務的質量。

我們會對原材料入庫、電芯及電池包等產品的生產過程的質量進行檢驗，若出現異常，現場品管人員會及時對問題填寫報告及交由專業部門給予原因分析及糾正預防措施，之後由品管部負責確認和監督執行。

年內，本集團沒有因安全或健康理由而須回收已出售或已付運的產品。

本集團亦注重提升售後服務的水平，以實現高客戶滿意度及維繫客戶的長期信任。我們制定了《保修管理控制程序》以對售後服務進行管理。如果客戶在使用我們產品的過程中發生故障，我們會通過電話或視頻方式進行資訊搜集、問題分析、故障初判。研發部會對售後人員判斷的故障進行確認並確認處理方案，然後售後人員會按照處理方案進行現場處理或返廠維護。本集團於二零二一年接獲有關鋰電池及儲電產品的投訴共553項，處理率達100%。



## SOCIAL RESPONSIBILITY 社會責任

### CUSTOMER DATA PROTECTION

The Group has also formulated relevant internal policies including “Group Confidential System” (《集團保密制度》) for the data protection of customers and their companies, and will not provide information including product information, sales data and customer information to external units and unrelated personnel. The Group also implements “File Management System” (《檔案管理制度》), to strictly normalise the management and storage of files, in which important customer files and information are classified as the level-one files. Such files and information are duly managed by file room, which effectively avoids leakage of customer information. If any staff is found to leak the above information, the staff will be reported and punished in accordance with the Group’s system, and responsive actions will be taken.

### INTELLECTUAL PROPERTY RIGHTS PROTECTION

The Group also attaches great importance to the maintenance of intellectual property rights. According to the “Patent Law of the People’s Republic of China” (《中華人民共和國專利法》), we have formulated the Measures for the Administration of Intellectual Property (《知識產權管理辦法》) to comprehensively manage and protect patents. During the process of maintenance, the core knowledge, process documents, and key parameters of the products will be kept confidential to customers. If any staff is found to leak core intellectual property information, the staff will be reported and punished in accordance with the Group’s system, and responsive actions will be taken.

### 保障客戶資料

本集團對客戶及其公司的資料保護亦制定了相關的內部政策，包括了《集團保密制度》，不會對外單位及不相關人員提供產品資訊、銷售資料、客戶資訊等。本集團亦執行《檔案管理制度》嚴格規範檔案的管理及保存，其中重要客戶檔案及資料屬於一級檔案，由集團檔案室實施妥善管理，有效防範客戶資料外洩。若發現有員工洩露以上資訊，將按照集團制度進行上報處理並採取應對行動。

### 保障知識產權

本集團亦重視知識產權的維護，我們根據《中華人民共和國專利法》制定了《知識產權管理辦法》對專利實施全面的管理及維護。維護過程中對於產品的核心知識、工藝文件、關鍵參數等都會對客戶進行保密。若發現有員工洩露核心知識產權資訊，將按照集團制度進行上報處理並採取應對行動。



## SOCIAL RESPONSIBILITY

### 社會責任

#### ANTI-CORRUPTION

The Code of Conduct allows our people to understand explicitly on several areas, which include the provisions of anti-corruption, antibribery, conflict of interest and gift policy.

The Group's business operations are required to comply with local and national legislation on standards of conduct, such as with the Prevention of Bribery Ordinance in Hong Kong and relevant legislation on anti-corruption and bribery including Criminal Law of the People's Republic of China in the PRC. With reference to such applicable regulations, the Group has formulated Integrity Management System (《廉潔管理制度》) and "Top 10 Integrity Rules for Xinyi's Staff" (《信義系員工十大廉潔條例》) to strengthen the construction of Xinyi Electric Storage's integrity culture, ideologically guide the employees to foster morally sound outlook on life and values, and promote and advocate the same across the Group. In addition, the Group has also formulated the "Xinyi's Whistleblower Protection and Reward System" (《信義系舉報人保護和獎勵制度》) to encourage suppliers, other partners and employees to participate in the supervision system of integrity operation, actively report corruption, duty crimes and other illegal acts, and protect the legal rights and interests of the Company and the employees.

The Group has implemented anti-corruption measures, by setting up various communication channels for reporting actions of corruption, soliciting or receiving benefits and offering advantages. The whistle-blowing system can handle any breach of the law covered by the Code of Conduct. The Group demonstrates zero tolerance for any bribery and corruption through rigorous systems.

#### 反貪污

行為守則讓我們的員工明確地了解多個範疇，其中包括反貪污、反賄賂、利益衝突及送禮政策的條文。

本集團的業務營運須遵守地方及國家法規（如香港的《防止賄賂條例》及中國的《中華人民共和國刑法》等相關反貪污賄賂法規）所訂明的行為標準。本集團參照此等適用法規制定《廉潔管理制度》，《信義系員工十大廉潔條例》強化信義儲電廉潔文化建設，從思想上引導企業員工樹立正確的人生觀、價值觀，並在集團內宣導。此外，本集團亦制定《信義系舉報人保護和獎勵制度》，鼓勵供應商及其他合作單位、信義員工參與到誠信經營的監督體系之中，積極舉報腐敗和職務犯罪等違法行為，保障企業和員工的合法權益。

本集團已實行反貪污措施，設立了多個舉報貪污行為、索取或收受利益及提供利益的溝通渠道。此舉報系統能夠處理行為守則所涵蓋的任何違法行為。以嚴謹的制度表明對任何行賄及貪腐等行為都是零容忍。

## SOCIAL RESPONSIBILITY 社會責任

In 2021, there was no legal case regarding any corruption activities involving the Group and the employees.

To promote the corporate culture of honesty and integrity and enhance the integrity awareness of all employees, the Group provided a total of 52 hours of integrity training in 2021, entailing 40 participants on aggregate, and covered ordinary employees and executive directors.

### COMMUNITY

#### COMMUNITY INVESTMENT

The Group believes that our role and responsibility in the communities where we operate business goes beyond being just doing business. We develop harmonious environment for the local communities in which we are operating. The Group hires staff from local communities, listen their needs, and maintains a pleasant working environment. In 2021, the Group has participated in charity activities like the Dress Casual Day and the Flag Day of Hok Yau Club organised by the Community Chest and our employees have actively made donations. Our management wants to express our great gratitude to our communities and plans to contribute the society, hence, we participate or encourage our staff in joining charity activities.

於二零二一年，本集團及僱員並無牽涉任何貪污活動之法律案件。

為宣揚誠信正直的企業文化、提高全體員工的廉潔意識，本集團於二零二一年提供了合共52小時的廉潔培訓，合共有40人次參與，培訓對象由普通員工涵蓋至執行董事。

### 社區

#### 社區投資

本集團認為，在我們經營業務所在的社區中，我們的角色和責任不僅為從事業務。我們為我們業務所在的社區締造和諧的環境。本集團聘用的員工來自當地社群，我們聆聽他們的需要並且維持舒適的工作環境。於二零二一年，本集團積極參與慈善活動，例如香港公益金舉辦的便服日及學友社賣旗日，而僱員亦常常主動為社會捐獻。我們的管理層希望向我們的社區表達謝意，並計劃貢獻社會，因此，我們參與或鼓勵員工參加慈善活動。

### THE ESG REPORTING GUIDE CONTENT INDEX OF THE STOCK EXCHANGE OF HONG KONG LIMITED

香港聯合交易所有限公司《環境、社會及  
管治報告指引》索引

ENVIRONMENTAL 環境		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>A1: Emissions</b> <b>A1：排放物</b>		
General Disclosure  一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.  有關廢氣及溫室氣體排放、向水及土地的排污、有害及無害廢棄物的產生等的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Environmental Protection – Emissions  環境保護－排放物
KPI A1.1  關鍵績效指標 A1.1	The types of emissions and respective emissions data.  排放物種類及相關排放數據。	Environmental Protection – Emissions – Air Pollutant Emissions 環境保護－排放物 －空氣污染物排放
KPI A1.2  關鍵績效指標 A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).  直接（範圍1）及能源間接（範圍2）溫室氣體排放量（以噸計算）及（如適用）密度（如以每產量單位、每項設施計算）。	Environmental Protection – Emissions – Greenhouse Gas Emissions 環境保護－排放物 －溫室氣體排放



ENVIRONMENTAL 環境		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>A1: Emissions</b> <b>A1：排放物</b>		
KPI A1.3  關鍵績效指標 A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生有害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Protection – Emissions – Waste Management 環境保護－排放物－廢 棄物管理
KPI A1.4  關鍵績效指標 A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility). 所產生無害廢棄物總量(以噸計算)及(如適用)密度(如以每產量單位、每項設施計算)。	Environmental Protection – Emissions – Waste Management 環境保護－排放物 －廢棄物管理
KPI A1.5  關鍵績效指標 A1.5	Description of emission target(s) set and steps taken to achieve them.  描述所訂立的排放量目標及為達到這些目標所採取的步驟。	Environmental Protection – Emissions – Air Pollutant Emissions/Greenhouse Gas Emissions 環境保護－排放物 －空氣污染物排放／ 溫室氣體排放
KPI A1.6  關鍵績效指標 A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them. 描述處理有害及無害廢棄物的方法，及描述所訂立的減廢目標及為達到這些目標所採取的步驟。	Environmental Protection – Emissions – Waste Management 環境保護－排放物 －廢棄物管理

## APPENDIX

### 附錄

ENVIRONMENTAL 環境		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>A2: Use of Resources</b> <b>A2：資源使用</b>		
General Disclosure 一般披露	Policies on the efficient use of resources, including energy, water and other raw materials. 有效使用資源(包括能源、水及其他原材料)的政策。	Environmental Protection – Use of Resources 環境保護－資源使用
KPI A2.1 關鍵績效指標 A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility). 按類型劃分的直接及／或間接能源(如電、氣或油)總耗量(以千個千瓦時計算)及密度(如以每產量單位、每項設施計算)。	Environmental Protection – Use of Resources 環境保護－資源使用
KPI A2.2 關鍵績效指標 A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility). 總耗水量及密度(如以每產量單位、每項設施計算)。	Environmental Protection – Use of Resources 環境保護－資源使用
KPI A2.3 關鍵績效指標 A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them. 描述所訂立的能源使用效益目標及為達到這些目標所採取的步驟。	Environmental Protection – Use of Resources 環境保護－資源使用
KPI A2.4 關鍵績效指標 A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them. 描述求取適用水源上可有任何問題，以及所訂立的用水效益目標及為達到這些目標所採取的步驟。	Environmental Protection – Use of Resources 環境保護－資源使用





ENVIRONMENTAL 環境		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>A2: Use of Resources</b> <b>A2：資源使用</b>		
KPI A2.5  關鍵績效指標 A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.  製成品所用包裝材料的總量(以噸計算)及(如適用)每生產單位佔量。	Environmental Protection – Use of Resources  環境保護－資源使用
<b>A3: The Environmental and Natural Resources</b> <b>A3：環境及天然資源</b>		
General Disclosure  一般披露	Policies on minimising the issuer's significant impact on the environment and natural resources.  減低發行人對環境及天然資源造成重大影響的政策。	Environmental Protection – The Environmental and Natural Resources  環境保護－環境及天然 資源
KPI A3.1  關鍵績效指標 A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.  描述業務活動對環境及天然資源的重大影響及已採取管理有關影響的行動。	Environmental Protection – The Environmental and Natural Resources  環境保護－環境及天然 資源

## APPENDIX 附錄

ENVIRONMENTAL 環境		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>A4: Climate Change</b> <b>A4：氣候變化</b>		
General Disclosure 一般披露	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer. 識別及應對已經及可能會對發行人產生影響的重大氣候相關事宜的政策。	Environmental Protection – Climate Change 環境保護－氣候變化
KPI A4.1 關鍵績效指標 A4.1	Description of the significant climate-related issues which have impacted, and those which may impact, the issuer, and the actions taken to manage them. 描述已經及可能會對發行人產生影響的重大氣候相關事宜，及應對行動。	Environmental Protection – Climate Change 環境保護－氣候變化



SOCIAL 社會		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>B1: Employment</b> <b>B1：僱傭</b>		
General Disclosure  一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare. 有關薪酬及解僱、招聘及晉升、工作時數、假期、平等機會、多元化、反歧視以及其他待遇及福利的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Social Responsibility – Employment and Labour Practices – Employment  社會責任－僱傭及勞工 常規－僱傭
KPI B1.1  關鍵績效指標 B1.1	Total workforce by gender, employment type (for example, full-or part-time), age group and geographical region.  按性別、僱傭類型（如全職或兼職）、年齡組別及地區劃分的僱員總數。	Social Responsibility – Employment and Labour Practices – Employment  社會責任－僱傭及勞工 常規－僱傭
KPI B1.2  關鍵績效指標 B1.2	Employee turnover rate by gender, age group and geographical region.  按性別、年齡組別及地區劃分的僱員流失比率。	Social Responsibility – Employment and Labour Practices – Employment  社會責任－僱傭及勞工 常規－僱傭

## APPENDIX

### 附錄

SOCIAL 社會		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>B2: Health and Safety</b> <b>B2：健康與安全</b>		
General Disclosure  一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.  有關提供安全工作環境及保障僱員避免職業性危害的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Social Responsibility – Employment and Labour Practices – Health and Safety  社會責任－僱傭及勞工 常規－健康與安全
KPI B2.1  關鍵績效指標 B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.  過去三年(包括匯報年度)每年因工亡故的人數及比率。	Social Responsibility – Employment and Labour Practices – Health and Safety  社會責任－僱傭及勞工 常規－健康與安全
KPI B2.2  關鍵績效指標 B2.2	Lost days due to work injury.  因工傷損失工作日數。	Social Responsibility – Employment and Labour Practices – Health and Safety  社會責任－僱傭及勞工 常規－健康與安全



SOCIAL 社會		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>B2: Health and Safety</b> <b>B2：健康與安全</b>		
KPI B2.3  關鍵績效指標 B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.  描述所採納的職業健康與安全措施，以及相關執行及監察方法。	Social Responsibility – Employment and Labour Practices – Health and Safety 社會責任－僱傭及勞工常規－健康與安全
<b>B3: Development and Training</b> <b>B3：發展及培訓</b>		
General Disclosure  一般披露	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.  有關提升僱員履行工作職責的知識及技能的政策。描述培訓活動。	Social Responsibility – Employment and Labour Practices – Development and Training 社會責任－僱傭及勞工常規－發展及培訓
KPI B3.1  關鍵績效指標 B3.1	The percentage of employees trained by gender and employee category (e.g. senior management, middle management).  按性別及僱員類別(如高級管理層、中級管理層等)劃分的受訓僱員百分比。	Social Responsibility – Employment and Labour Practices – Development and Training 社會責任－僱傭及勞工常規－發展及培訓
KPI B3.2  關鍵績效指標 B3.2	The average training hours completed per employee by gender and employee category.  按性別及僱員類別劃分，每名僱員完成受訓的平均時數。	Social Responsibility – Employment and Labour Practices – Development and Training 社會責任－僱傭及勞工常規－發展及培訓



## APPENDIX 附錄

SOCIAL 社會		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>B4: Labour Standards</b> <b>B4：勞工準則</b>		
General Disclosure  一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour. 有關防止童工或強制勞工的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Social Responsibility – Employment and Labour Practices – Labour Standards  社會責任－僱傭及勞工 常規－勞工準則
KPI B4.1  關鍵績效指標 B4.1	Description of measures to review employment practices to avoid child and forced labour. 描述檢討招聘慣例的措施以避免童工及強制勞工。	Social Responsibility – Employment and Labour Practices – Labour Standards 社會責任－僱傭及勞工 常規－勞工準則
KPI B4.2  關鍵績效指標 B4.2	Description of steps taken to eliminate such practices when discovered. 描述在發現違規情況時消除有關情況所採取的步驟。	Social Responsibility – Employment and Labour Practices – Labour Standards 社會責任－僱傭及勞工 常規－勞工準則



SOCIAL 社會		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>B5: Supply Chain Management</b> <b>B5：供應鏈管理</b>		
General Disclosure  一般披露	Policies on managing environmental and social risks of the supply chain.  管理供應鏈的環境及社會風險政策。	Social Responsibility – Operating Practices – Supply Chain Management 社會責任－營運慣例－供應鏈管理
KPI B5.1  關鍵績效指標 B5.1	Number of suppliers by geographical region.  按地區劃分的供應商數目。	Social Responsibility – Operating Practices – Supply Chain Management 社會責任－營運慣例－供應鏈管理
KPI B5.2  關鍵績效指標 B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored. 描述有關聘用供應商的慣例，向其執行有關慣例的供應商數目，以及相關執行及監察方法。	Social Responsibility – Operating Practices – Supply Chain Management 社會責任－營運慣例－供應鏈管理
KPI B5.3  關鍵績效指標 B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored. 描述有關識別供應鏈每個環節的環境及社會風險的慣例，以及相關執行及監察方法。	Social Responsibility – Operating Practices – Supply Chain Management 社會責任－營運慣例－供應鏈管理
KPI B5.4  關鍵績效指標 B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored. 描述在揀選供應商時促使多用環保產品及服務的慣例，以及相關執行及監察方法。	Social Responsibility – Operating Practices – Supply Chain Management 社會責任－營運慣例－供應鏈管理

## APPENDIX 附錄

SOCIAL 社會		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>B6: Product Responsibility</b> <b>B6：產品責任</b>		
General Disclosure  一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.  有關所提供產品和服務的健康與安全、廣告、標籤及私隱事宜以及補救方法的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Social Responsibility – Operating Practices – Product Responsibility  社會責任－營運慣例－產品責任
KPI B6.1  關鍵績效指標 B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.  已售或已運送產品總數中因安全與健康理由而須回收的百分比。	Social Responsibility – Operating Practices – Product Responsibility – Quality Assurance 社會責任－營運慣例－產品責任－質量保證
KPI B6.2  關鍵績效指標 B6.2	Number of products and service related complaints received and how they are dealt with.  接獲關於產品及服務的投訴數目以及應對方法。	Social Responsibility – Operating Practices – Product Responsibility – Quality Assurance 社會責任－營運慣例－產品責任－質量保證



SOCIAL 社會		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>B6: Product Responsibility</b> <b>B6：產品責任</b>		
KPI B6.3  關鍵績效指標 B6.3	Description of practices relating to observing and protecting intellectual property rights.  描述與維護及保障知識產權有關的慣例。	Social Responsibility – Operating Practices – Product Responsibility – Intellectual Property Rights Protection 社會責任－營運慣例－產品責任－保障知識產權
KPI B6.4  關鍵績效指標 B6.4	Description of quality assurance process and recall procedures.  描述質量檢定過程及產品回收程序。	Social Responsibility – Operating Practices – Product Responsibility – Quality Assurance 社會責任－營運慣例－產品責任－質量保證
KPI B6.5  關鍵績效指標 B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.  描述消費者資料保障及私隱政策，以及相關執行及監察方法。	Social Responsibility – Operating Practices – Product Responsibility – Customer Data Protection 社會責任－營運慣例－產品責任－保障客戶資料

## APPENDIX 附錄

SOCIAL 社會		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>B7: Anti-Corruption</b> <b>B7：反貪污</b>		
General Disclosure  一般披露	Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.  有關防止賄賂、勒索、欺詐及洗黑錢的： (a) 政策；及 (b) 遵守對發行人有重大影響的相關法律及規例的資料。	Social Responsibility – Operating Practices – Anti-Corruption  社會責任－營運慣例－ 反貪污
KPI B7.1  關鍵績效指標 B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.  於匯報期內對發行人或其僱員提出並已審結的貪污訴訟案件的數目及訴訟結果。	Social Responsibility – Operating Practices – Anti-Corruption  社會責任－營運慣例－ 反貪污
KPI B7.2  關鍵績效指標 B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.  描述防範措施及舉報程序，以及相關執行及監察方法。	Social Responsibility – Operating Practices – Anti-Corruption  社會責任－營運慣例－ 反貪污
KPI B7.3  關鍵績效指標 B7.3	Description of anti-corruption training provided to directors and staff.  描述向董事及員工提供的反貪污培訓。	Social Responsibility – Operating Practices – Anti-Corruption  社會責任－營運慣例－ 反貪污





SOCIAL 社會		
Subject Areas, Aspects, General Disclosures and KPIs 主要範疇、層面、一般披露 及關鍵績效指標	Description 描述	Section 章節
<b>B8: Community Investment</b> <b>B8：社區投資</b>		
General Disclosure 一般披露	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests. 有關以社區參與來了解發行人營運所在社區需要和確保其業務活動會考慮社區利益的政策。	Social Responsibility – Community – Community Investment 社會責任－社區－社區投資
KPI 8.1 關鍵績效指標 B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport). 專注貢獻範疇(如教育、環境事宜、勞工需求、健康、文化、體育)。	Social Aspect – Community – Community Investment 社會責任－社區－社區投資
KPI B8.2 關鍵績效指標 B8.2	Resources contributed (e.g. money or time) to the focus area. 在專注範疇所動用資源(如金錢或時間)。	Social Responsibility – Community – Community Investment 社會責任－社區－社區投資



**XINYI ELECTRIC STORAGE  
HOLDINGS LIMITED**  
**信義儲電控股有限公司**